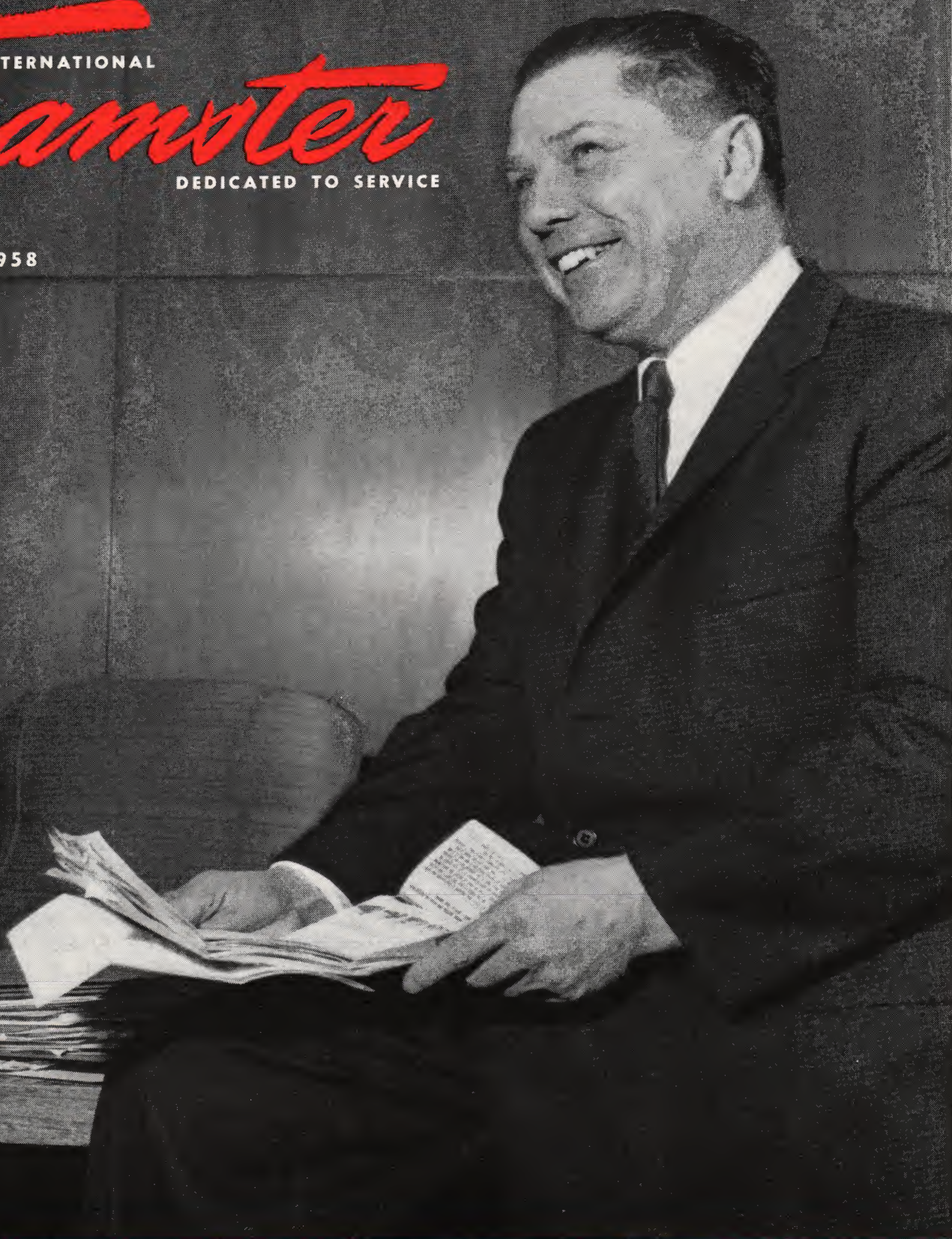


THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

MARCH 1958



JAMES R. HOFFA
Begins Duties as General President

(STORY INSIDE)

Teamsters Salute . . .

NEW MEXICO



NEW MEXICO, first called "New Spain," was originally explored by Spaniards in 1528; the first settlement was at San Juan in 1598. Little more happened for 200 years after Santa Fe, the capital city, was established in 1610 since the Spanish sought gold and silver, not colonization. The Franciscans worked among the fierce heathen Indians.

"New Mexico" became the official name in 1821; a subdivision of the Mexican republic. Texas claimed it with two ill-fated expeditions in 1841 and '43. The U. S. seized the area in the Mexican War of 1846; it was made a territory in 1850.

The Indians were subjugated about 1873 and livestock men poured in to use the free ranges. The railroad came in 1880, booming mining and irrigation. "The Sunshine State" (only 8½ inches of rain a year) was admitted in January, 1912, 400 years after exploration, as the 47th state. At its north-west corner is the only spot where four states (with Arizona, Colorado, Utah) touch each other.

Agriculture, mostly irrigated, yields an average \$300 million annually. Over a million head of livestock are raised and mineral production runs in excess of \$200 million. The state is first in potash production.

Natural beauty and scenic grandeur abound; Carlsbad Caverns is a wonder of the world. Beautiful mesas sprinkled with yellow yucca cactus, the state flower, and pueblo ruins dating to 1000 A.D. are tourist attractions while the rugged mountains lure hunters and yield much lumber.

New Mexico's highway program is second-largest in the nation and its fine roads are much-travelled by the Teamsters who heartily salute this robust state with the apt motto "It Grows as It Goes!"



THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

JAMES R. HOFFA, Editor

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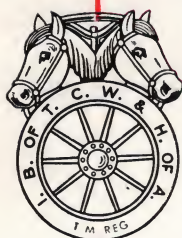
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Message from the General President



AT THIS TIME, my first opportunity as General President to communicate with you through our magazine, may I express my deep appreciation to the entire membership of this great International Union for the many courtesies extended to me all over the country since our last convention.

The new General Executive Board at its meeting in Miami worked long and hard. The problems of our organization and assignments, basic policies as to hours, wages and conditions, and organizing received serious attention. I want you to know that your Executive Board's prime goal is to bring about an improvement in working conditions, wages and security.

I take pride in the fact that I have always known and understood the problems of our members, because I have never separated myself from our membership. I have never forgotten that I was a rank and file member myself and I guarantee you I never will. The fact that you honored me with the highest office of our Union only intensifies my interest in serving you.

With regard to the Board of Monitors, I would like to say that the arrangement and appointment of these monitors is a practical solution to a highly complex situation. While the newspapers have played up the appointment of the monitors, I would like you to know the effect of such a settlement:

1) The monitors will in no way interfere with the aims and aspirations of our Union.

2) The resolutions and Constitution adopted at our Miami Convention last September are in full force and effect.

Our first meeting with the monitors was one of complete harmony and from time to time I will keep you informed as to the various decisions that may be reached.

The inevitable question arises as to what is our official attitude to the rest of the labor movement. I would like to answer it this way. I have stated many times, over and over again, both privately and publicly, that this Union has always followed a policy of cooperation with local and national unions and, of course, a policy of reciprocity. At a time when the economic future of the workers, the businessmen and the entire country is at stake, we shall and we must put personal feelings aside and cooperate with all those who seek a better life.

Many of our members have spoken to me in recent weeks about the problem of unemployment. Let me assure you that your International Union is extremely concerned with this problem and is studying ways in which we can cooperate even further with all governmental programs. This includes our recommendation for the President to launch an immediate and accelerated public works-defense program. Details of this proposal appear elsewhere in this magazine.

May I also inform you that I intend in the very near future to visit as many local unions and Joint Councils as time will permit. It is my belief that these visits will bring about closer coordination.

A red ink signature, likely of J. R. Hoffa, written in a cursive style.

State of the Union

Hoffa And Board Agree on Policies

Active Course Charted By The IBT

General President James R. Hoffa and his new Executive Board have charted an active course to pursue in the immediate future.

They are united in their aim of making the International Brotherhood of Teamsters an even better and larger trade union and, in the process, advancing the wages and welfare of all members.

"We have just concluded a series of meetings which I consider most important," said the General President after three and a half days of intensive morning and afternoon sessions. "We reviewed the operations of the union from beginning to end and, I am happy to say, we are in unanimous agreement on policies, both financial

and organizational, to be pursued in the future."

The mid-winter meetings of the 15-man Executive Board took place at the Castaways Motel in North Miami Beach. Running in conjunction with them were various other smaller business sessions which were climaxed with get-togethers of the Executive Committee of the National Warehouse Division (see page 13) and the Montgomery Ward Council (see page 12).

Business Order of Day

It was anything but a lark and a week of relaxed frolicking at a Beach resort for the Teamsters who came from many sections of the country for the important confabs. Work sessions ran approximately two and a

half hours each morning and afternoon. There never was any sense of rush or haste but punctuality prevailed as matters were disposed of with clock-like precision.

Before President Hoffa's gavel wound up the sessions which began at 10 a.m. on Feb. 10 and concluded in the early afternoon of Feb. 13, the Executive Board had transacted a volume of business and advanced a program for checking the startling rise in unemployment and for restoring the country to a stable and prosperous economic level.

It reviewed the established policy on a number of matters, including future investment of International monies.



NEW EXECUTIVE BOARD AT WORK—General President Hoffa, at extreme end, presides over mid-February meeting. Reading clockwise from bottom: Vice Presidents Brennan, Mock, O'Brien, Diviny, Mohn, Gibbons, President Hoffa, General Secretary-Treasurer English, Vice Presidents Conlin, Tevis, Conklin, Backhus, Flynn and Miller. Vice President O'Rourke was not present for picture-taking.

State of the Union

It re-affirmed and extended mutual assistance pacts with eight important unions.

It met and established a harmonious relationship with the three-man Board of Monitors (see page 7).

It concurred in Conference (see page 11) and Committee appointments made by President Hoffa.

It received many encouraging reports and renewed its pledge of all-out support to members of Teamster Local 173 (see page 14) who are engaged in a bitter strike in the Florida citrus industry.

This was the first actual working session since the new Board took office on January 23rd. The agenda was heavy and time rather limited so there were few false motions as President Hoffa directed the course of discussions.

Urges Administration Action

President Eisenhower's decision, in the face of a sharp upswing in unemployment to approximately 4,500,000, to launch a two-billion-dollar post office construction program, brought immediate commendation from Hoffa. But the Teamster General President and his associates on the Board made it clear they thought this to be an inadequate remedy for checking rising unemployment and bolstering the faltering economy.

By unanimous action they adopted a resolution (see page 25) which urged the Eisenhower Administration to initiate an accelerated program of public works and defense expenditures.



**PRESIDENT HOFFA
Opens Executive Board Meeting**

"This first step," said Hoffa in a telegram to President Eisenhower, "indicates your awareness of the distress, suffering and insecurities facing more and more of America's working people. The Teamsters' Brotherhood shares this concern with you and is ready to assist in any way it can. The Board's resolution on this problem will be of interest to you and is being mailed to your office."

In the resolution the Teamster's Board advocated a six-point approach to the problem. In addition to the public works-defense program, it

urged that the Eisenhower Administration:

- Relax its monetary and credit policies so as to foster business expansion and thereby help to create jobs.

- Initiate immediately a vast educational program to provide school-rooms vitally necessary to our 20th Century educational requirements and ever-increasing school population.

- Sponsor in Congress extension of the unemployment compensation system to workers presently excluded and increase unemployment benefits to levels more realistically approximating current living needs.

- Sponsor in Congress a rise in minimum wages and extend the Act's provision to millions of low-paid workers presently denied its protection.

- Convene at the earliest possible moment a Mobilization Conference for full employment, consisting of leading representatives of government, industry, labor and the public, to develop concrete proposals to reverse the unemployment trends.

Before taking this affirmative action, the Board voted, without dissent, to renew mutual assistance pacts with the Machinists, the Upholsterers, Flight Engineers, Butchers, Bakery and Confectionery Workers and through the "Four-Way" group with the Carpenters, Operating Engineers and the Laborers.

Lauds Accomplishments

"The new Executive Board recognizes the advantage of these working agreements and endorses them unequivocally," said President Hoffa. "Through joint effort and mutual cooperation we have been able to accomplish a great deal in achieving

MEMBERS TAKE NOTICE

The new Constitution adopted at the Miami convention in September 1957 and now in effect provides, in part, as follows:

"All members paying dues to local unions must pay them on or before the first business day of the current month, in advance. Where membership dues are being checked off by the employer, pursuant to properly executed checkoff authorization, it shall be the obligation of the member to make one payment of one month's dues in advance to insure his good standing. Thereafter, he shall remain in good standing for each consecutive month for which the monthly check-off is made. Any member failing to pay his dues at such time shall not be in good standing."

Members, to be in good standing, **MUST** comply with this section.

It is particularly applicable to those members who want to run for office, for the Constitution requires that candidates **MUST** be in good standing.



**LAWRENCE STEINBERG
Personal Representative of General
President**

State of the Union

high wages, better working conditions and in improving the general welfare of our respective members.

"We are going to continue to operate under the same conditions which prevailed in the past. This is in accord with our adopted policy of co-operating fully with those Unions with which we have had harmonious and beneficial relations."

Hoffa announced a new seven-man Finance Administration Committee consisting of himself, General Secretary-Treasurer John F. English, and Vice Presidents Harold J. Gibbons, Murray W. Miller, Thomas E. Flynn, George Mock and John B. Backhus. Appointed to an Administrative

Committee on the retirement fund were Hoffa, as chairman, Vice President Einar O. Mohn, and Dave Kaplan, former Teamster economist of New York City.

Lawrence Steinberg, president of Local 20 and Joint Council 44 in Toledo, who had served for three years as personal representative to the IBT General President, was re-appointed to that position. It is quite possible that the scope and importance of Steinberg's duties will be extended under the new administration.

Richard Kavner of St. Louis was appointed an International Organizer. Since 1953, when he took leave as a business representative of Local 688,



RICHARD KAVNER
International Organizer

Kavner has been a representative of the Central Teamsters Conference.

Edward Bennett Williams was approved by the Board as the Teamsters' General Counsel. Serving as special counsel and assisting Williams will be Gerard Treanor, David Previant, Fred Tobin, and Herbert Thatcher.

Other Board Actions

A general review was made of the investment of International Union funds. While doing this, the Board voted to pursue a policy of building up the IBT's cash reserve to approximately 25 percent of the Union's net worth.

The Board also decided to continue the policy of matching local union funds in organizing campaigns and \$170,000 was voted for immediate use in that respect.

President Hoffa disclosed that a report to the Board showed that, since October, 37 local unions have been



**NEWS
CONFERENCE**
President Hoffa
reports on
Executive Board
meeting



STRICTLY BUSINESS—President Hoffa gets attention from (left to right) Vice President Gibbons (seated), Comptroller William Mullenholz, David Kaplan, retirement fund committeeman, and General Secretary-Treasurer English as he leafs through documents.



EDWARD BENNETT WILLIAMS
Chief Counsel For IBT



INTENT LISTENERS—President Hoffa reads as (left to right) Secretary-Treasurer English, Vice Presidents Conlin, Gibbons and Tevis give attention.

EXECUTIVE BOARD IN SESSION



IN ACCORD—Vice Presidents Backhus (left) and Flynn signify approval.



A LIGHT MOMENT—Vice Presidents Diviny (left) and Mohn enjoy a chuckle.



NEARING THE END—Vice President Mock sets aside report as session draws to a close. At ease are Vice Presidents Brennan (left) and O'Brien (right).



REAL SERIOUS—Were Vice Presidents Conklin (left) and Backhus when the camera clicked.



EAST AND SOUTH—The Chairmen of the Eastern and Southern Conferences, Vice Presidents Flynn (left) and Miller, exchange some thoughts.

State of the Union

taken out of trusteeship and that elections, aimed at lifting trusteeships, are scheduled in 15 more unions. This is in line with the new administration's policy of removing trusteeships as soon as local unions demonstrate an ability to handle their affairs in an acceptable and competent manner.

The Board took a firm stand against all "right to work" legislation and voted to join local unions and the

labor movement in general in fighting restrictive labor measures now in effect or proposed.

During the sessions Counsel Williams appeared before and explained to the Board the provisions of the Court decree which terminated the injunction suit against the IBT. Each member was given a copy of the decree.

Monitors Meet With Executive Board

During the mid-February meeting in Miami Beach General President James R. Hoffa extended an invitation for the Board of Monitors to meet with members of the newly-installed General Executive Board.

He thought this would be an excellent way in which to allow the various individuals to meet and to discuss informally the things with which all will be concerned for the next several months.

As a consequence, the three monitors—Judge Nathan Cayton, Godfrey P. Schmidt, and L. N. D. (Nat) Wells, Jr., met with the Board.

President Hoffa had talked briefly with the monitors a week before at the International Headquarters in Washington. But for the others, the Miami Beach get-together was primarily a "get acquainted" session and, as such, it was most rewarding.

Harmony is Keynote

At the conclusion of an informal talk the monitors, first, and then President Hoffa, in separate news conferences, revealed it was a most harmonious and beneficial meeting. At its conclusion Judge Cayton, a retired jurist of the District of Columbia Court of Appeals, said:

"We went through and discussed everything in the court decree (which ended the injunction suit brought by the 13 New York Teamsters). We were given assurance of the fullest cooperation by President Hoffa and all members of the board. The meeting was marked by complete understanding."

This point of view was underscored a little later by President Hoffa who, unaware of what Judge Cayton had previously reported, told the press:

"We had a fine meeting with the monitors. We pledged our support and it was agreed that we would try to adjust any disputes brought to our

attention. In turn, the monitors were good enough to advise that they will bring to our attention any complaints before making a public statement.

"We assured them there would be no reprisals against any Teamster Union members who participated in the court action."

Schmidt Is Satisfied

This arrangement was satisfactory to all concerned. Attorney Schmidt made it clear that reports of attempted reprisals will not be taken at face value but will be investigated thoroughly.

"We will want to get the facts first before rendering any judgment," Schmidt asserted. "I have every confidence that the General Executive Board will diligently take steps to stop reprisals if they occur."

Schmidt gave his impression of the Teamster Executive Board members as being "men of integrity and I am confident they will respect the court order."

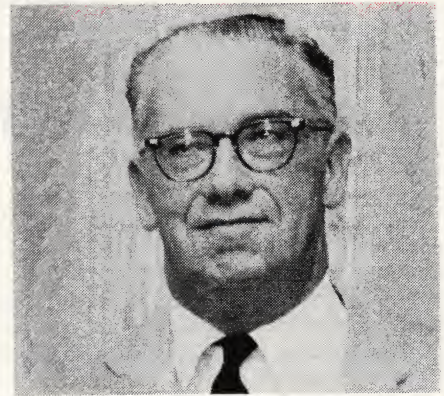
All three monitors agreed they haven't had time yet to formulate plans of procedure but said they would be meeting from time-to-time. "I have no doubt," said the Judge, "that we are going to come up with a constructive result."

The court order creating the monitors permitted General President Hoffa and vice presidents elected at the October convention to take office on Jan. 23. The selection of the individual monitors was completed on Jan. 31 and they met briefly with President Hoffa for the first time on Feb. 4.

Authority of Decree

Edward Bennett Williams, chief counsel for the International, appeared before the Board and explained the circumstances under which the injunction settlement was arranged.

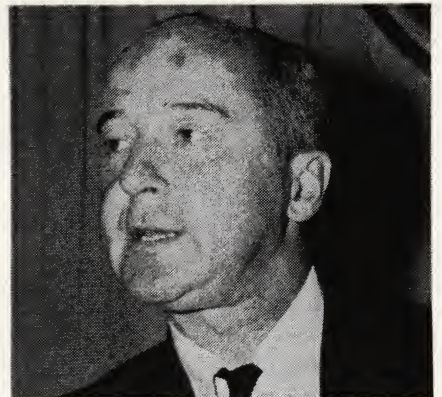
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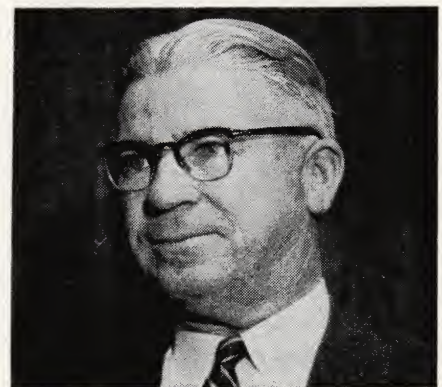
DAVID PREVIAIT



GERARD TREANOR



HERBERT THATCHER



FRED TOBIN

State of the Union

Statement of Board of Monitors

to

Members of the International Brotherhood of Teamsters

Judge F. Dickinson Letts has appointed the three men who address this message to you as Monitors for the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. The appointment was made as part of a Consent Order entered January 31, 1958 in Civil Action No. 2361-57 in the United States District Court for the District of Columbia.

The purpose of this communication is to acquaint all Teamster members with what is provided in the court order, what powers and duties have been entrusted to the Monitors, and the direction we propose to take in the execution of our powers.

With the consent of the parties Judge Letts ordered that the injunction previously entered on October 23, 1957, be dissolved; that, provisionally, the amended constitution go into effect and the officers of the International elected at the October 1957 convention take office.

The provision under which those steps were authorized are spelled out in the Consent Order as follows:

1. This Board of Monitors was appointed, and functions as specially sworn Court officers, subject to the supervision and direction of the Court.
2. The Board of Monitors was instructed to counsel with the General Executive Board in order to insure the enforcement and protection of all rights of individual members and the subordinate bodies of the International Brotherhood under the International Constitution, in particular with reference to:
 - a. the right to vote periodically for elective officers,
 - b. the right to honest advertised elections,
 - c. the right to fair and uniform qualifications to stand for office,
 - d. the right to freedom to express views at meetings."
3. The Board of Monitors is instructed by the Court to "draft a model code of local union by-laws not inconsistent with the International Constitution, or model provisions for inclusion therein not inconsistent with the International Constitution, which model code or provisions the General Executive Board of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America shall recommend for adoption by the local unions."
4. The General Executive Board is instructed by the Court Order, in consultation with the Monitors, to review and where needed establish accounting and financial methods, procedures and controls with reference to funds of the International Brotherhood and its subordinate bodies. The Order continues, "all persons having custody or management of such funds or properties shall be required to adhere to the recognized legal and equitable standards and obligations imposed upon fiduciaries in the handling of such funds and properties."
5. The Court Order prohibits officers of the International Brotherhood from having a personal financial

interest which conflicts with the full performance of their fiduciary duties.

6. The General Executive Board is required under the Court Order to examine and review the status and condition of locals under trusteeship, "to the end that trusteeships be removed and self government restored with all deliberate speed consistent with the best interests of the membership of such locals." The Board of Monitors was also instructed to examine and review the Trusteeship situation, and counsel with and make recommendations to the General Executive Board for the purpose just quoted.
7. The Board of Monitors is to serve for at least one year and thereafter until a new convention is held at which officers are duly elected and sworn.
8. The Order requires that a new convention and election of officers shall be held "at any time after the expiration of one year from the date of this order when the General Executive Board by majority vote shall resolve to call such convention and hold such election. The Board of Monitors may recommend to the General Executive Board after the expiration of one year from the date of this order that a new convention and election of officers must be called and held within the time specified by the provisions of the constitution of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America as amended."
9. It is provided in the Court Order that the call for a new convention and election of International officers shall be issued in accordance with the International Constitution; and certain basic procedures are spelled out as follows:
 - a. Delegates to such convention shall be elected in strict and literal compliance with the International Constitution.
 - b. The General Executive Board of the International shall recommend to its affiliated locals that such delegates be elected by secret ballot and, where practicable, under the supervision of such outside agencies as the Honest Ballot Association.
 - c. The examination and approval of all credentials submitted by delegates to said convention shall be made by the convention Credentials Committee and the Board of Monitors is authorized to counsel with such Credentials Committee and make recommendations to it."
10. The Court Order also provides: "No reprisal of any sort or nature shall be taken against the plaintiffs or any witnesses or affiants in this case or any other person or persons because of their participation in or connection with this case and the General Executive Board shall press charges against anyone violating this section."

State of the Union

11. The Board of Monitors is required to report to the Court at least semi-annually, and also at the conclusion of its services, and is authorized to make recommendations, "after consultation with the General Executive Board for amendments to the International Constitution for proposal at the next International Convention."

All officers of the Teamsters' Organization are required to cooperate with the Monitors, looking toward the general accomplishment of the Court Order. We have been assured by the President and the Executive Board as well as by the new General Counsel and other staff officials that we may expect their full and continuing cooperation. This is highly gratifying and will not only make our task easier of accomplishment but will also inevitably benefit the 1,400,000 individual members of the organization who, in a large sense, are our greatest concern.

The Monitors will meet as frequently as necessary to develop and carry out the program spelled out by the Court. We will also meet as often as circumstances require with the President and other officers of the Brotherhood for the purpose of consultation, discussion, and recommendations within the scope of our Court-directed duties.

Members should note that the Order gives us no power with respect to collective bargaining, contract administration or adjustment of grievances against employers. Members should also note that complaints as to violations of rights within the sphere of our authority should first be made to the appropriate union official or subordinate body and thence to the General Executive Board of the International Brotherhood of Teamsters. Complaints will be promptly and carefully reviewed by the Board of Monitors as occasion arises. The Monitors, in cooperation with the Union Officers, will effect prompt disposition of properly presented complaints, and will welcome direct notification if this is not done.

The assurances we have received from Teamster officials



PRESIDENT GREETES MONITORS—James R. Hoffa welcomed newly-appointed monitors to IBT headquarters. (Left to right) L. N. D. (Nat) Wells, Jr., President Hoffa, Judge Nathan Cayton, and Godfrey Schmidt.

have been encouraging. If that cooperative spirit is translated into action you, the individual members of the Brotherhood of Teamsters, may expect that real strides will be made in improving the affairs of the organization and in achieving for it an enviable standing as a truly democratic labor organization.

February 19, 1958

NATHAN CAYTON, *Chairman*
GODFREY P. SCHMIDT, *Member*
L. N. D. WELLS, JR., *Member*
Board of Monitors.

More Pay for Local 610

Local 610 in St. Louis has negotiated contracts with two firms, each involving a 40-cent wage increase covering a span of three years.

The agreement covering 125 drivers for Kroger's will be considered a pattern for other grocery drivers, according to the Local's Secretary-Treasurer Pete Saffo. The second contract is with Be-Rite Delivery, which handles Sears-Roebuck products, and the 40-cent wage boost will come in five stages over a three-year period.

Kroger Terms. The Kroger contract, retroactive to last Jan. 1, provides for a wage boost of 25 cents an hour, bringing the basic rate to \$2.55. On next Jan. 1 another 8-cent increase will bring rates to \$2.63 and the final increase under the contract becomes effective on Jan. 1, 1960. This will boost the hourly wage to \$2.70.

The contract also provides for such

other improvements as the fourth week of vacation and the seventh paid holiday.

In the Be-Rite Delivery agreement, an increase for drivers of 16 cents became effective on Feb. 1, boosting the basic rate to \$2.46. The same increase went to helpers, increasing their hourly basic rate to \$2.36. Each August 1 and February 1 thereafter for the duration of the three-year agreement increases will be automatic, eventually jumping the basic scale for drivers to \$2.70 and for helpers to \$2.54.

Additional Benefits. Improvements in health and welfare also were secured. The weekly sick benefit was increased to \$50 per week, with payments starting on the first day in case of accident and the third day in case of sickness.

An additional \$1 per week was provided on the pension fund starting Feb. 1, and \$1 more on the same date

in 1960, making a total of \$4 weekly in the last year of the agreement.

The cost-of-living clause, identical with the clause in the Central States drivers' agreement, was added.

Other contract improvements included the fourth week of vacation, eligibility of 20 years' service, and a better severance pay clause, calling for three weeks of pay after 10 years of service.

Delaney Named

Secretary-Treasurer Joseph J. Delaney of the Operating Engineers has been elected President by the Executive Board to succeed President William E. Maloney who resigned recently for reasons of health.

The new head of the Operating Engineers has been a member of the union since 1919 and held many top posts both on the local and international levels.

Teamster Wages Outrank Others

Further evidence that those fortunate enough to hold membership in the International Brotherhood of Teamsters are enjoying top salaries which, during 1957, were boosted to a greater degree than those of other unions is provided in figures released by the Bureau of National Affairs.

According to figures on wages and fringes just released by this private business news reporting agency, the median (middlemost) increase for nearly 5,200 collective bargaining settlements reported during 1957 was **10.3 cents** per hour.

But—and this is very significant—the median increase for settlements in the trucking and warehousing industries—industries in which Teamsters predominate—was **14 cents** per hour. For manufacturing industries, the median boost was 9.9 cents, and 12.3 cents for non-manufacturing industries.

The enviable position of the Teamsters in respect to top wages also is reflected in the findings of the Bureau

of Labor Statistics which conducts an annual survey of union wages in four trades—local trucking, building trades, printing, and local transit.

As of July 1, 1957, the latest date for which figures are available, the Bureau determined the following wage increases became effective since July 1, 1956:

Industry	Amount of Increase	
	Percentage	Cents Per Hour
Truck drivers	5.3	12
Building Trades Journeymen	5	16
Printing:		
Newspaper - day work	3.3	10
Newspaper - night work	3.2	10.3
Newspaper - combined	3.3	10.1
Book and Job (commercial printing)	3.7	9.9
All printing combined	3.6	10
Local Transit	4.3	8.5

Election Brings Harmony

Conferences between representatives of the IBT, President John Salter of Joint Council 54 and the newly-elected officers of Local 961 in Denver have resulted in a pledge of mutual support and confidence.

A letter to International President Hoffa, signed by each of the new-elected officers of Local 961, stated:

"Despite rumors to the contrary, our entire campaign for office, although in some instances critical of our local union's operation, was based on remaining members of the International Brotherhood of Teamsters. Our attitude on this question has not changed and we are taking occasion to re-affirm to you our support of the International union and its program."

Participating in the conferences for the Local were President Harry Bath, Vice President Benny Miller, Secretary-Treasurer Walt Denner, Recording Secretary Dale Hanson, and Attorney William E. Myrick. The International Union was represented by International Vice President Joseph Diviny; Lawrence Steinberg, president of Joint Council 20 and personal representative of retiring President Beck; John Annand, president of Joint Council 42; Harold J. Gibbons, president of Joint Council 13 and Secretary-Treasurer of the Central Conference; and Clyde Crosby, International representative in Portland, Ore.

Teamsters Praised

The high regard many employers and their representatives have for Teamsters is reflected in a letter received not long ago by officials of Local 153 in Newark, N. J., after the negotiation of a contract.

The contract, negotiated with the Peter Lusardi Beverage Co., provided for graduated wage increases over a three-year period of approximately \$17 per week for 40 hours of work, improved vacation and holiday benefits.

In a letter to H. J. Benedickson, president of Local 153, Louis J. Dughi, the attorney for the beverage company, paid the union and its members a glowing tribute.

"I must express my feeling of gratitude for having the kind of leadership your Local provides at your level, which helped us to negotiate a most difficult contract in a most orderly, reasonable manner," Dughi wrote.

"I have had experience with many unions, and I think that the men of 153 can well be proud of the manner in which you and Mr. (Herbert) Heilmann (Secretary-Treasurer of Local 153) conducted yourselves in behalf of their men."

Pledge Teamsters Support

The Baltimore Federation of Labor has, by unanimous vote, issued a call for a united labor front and pledged its "continued and full-fledged support to all Teamsters' Locals, in organizing, in negotiations and in economic showdowns wherever and whenever they occur."

Regardless of how individual Local unions feel about the AFL-CIO action against the Teamsters, a unanimously approved resolution signed by Federation President Francis S. Filbey stated that "we are strongly in accordance with the time-worn phrase, 'United we stand—divided we fall.' We feel that it is not only desirable, but that it is necessary to the labor movement in the Baltimore area, that we co-operate in every possible way with all unions affiliated with the IBT.

Unity Stressed. "We feel that only when all unions, no matter what their affiliations, are working side by side for the interest of the membership of all, can we obtain for the workers in this area that which they deserve."

The resolution deplored the fact that the labor movement "has been subjected to very vicious and most detrimental publicity designed to create in the minds of the public the opinion that all unions are evil and should be eliminated."

It is the belief of the Federation that unions can progress when all forces pull together for their members.

Conference Heads Appointed

Einar O. Mohn, administrative vice president at the International's headquarters for the past five years, has been named chairman of the Western Conference by President Hoffa.

"I, personally, have asked Frank W. Brewster," said Hoffa, "to stay on for the time being as head of the Conference to permit Mr. Mohn time to help his successor, Harold Gibbons, get



EINAR O. MOHN

properly oriented at the International's headquarters."

Thomas E. Flynn was re-appointed chairman of the Eastern Conference, and Murray W. (Dusty) Miller, chairman of the Southern group. Both are International Vice Presidents and newly-installed members of the Executive Board.

It is Mohn's intention to make flying trips to the West Coast as frequently as time will permit until he actually makes the transfer permanent. While plans are not definite, it is likely that headquarters for the Western Conference will be switched to San Francisco.

The Western Conference with a membership of about 350,000, embraces the 11 Western states, Western Canada, Alaska and Hawaii.

Mohn, a 51-year-old son of a Lutheran minister, was reared in the



THOMAS E. FLYNN

vicinity of Bellingham, Wash., and attended Augsburg College in Minneapolis before transferring to the University of Washington.

Mohn became a Teamster in the early '30's and soon demonstrated ability as an organizer and administrator along the Pacific Coast. It was largely his organization pattern which was used in establishing the Western Conference, which he will now head, in 1937.

Mohn became an International organizer for the Teamsters in 1941, was elected President of Joint Council 42 in Los Angeles a year later, and became a Vice President of the International Union in 1952. Early in 1953 he became Administrative Assistant to the General President with headquarters in Washington.

Flynn joined Local 753 of the Milk Drivers Union at the age of 18 and in the late thirties he built a Teamster Local in South Bend, Ind. He had a primary role in negotiation of the first Central States over-the-road agreement, one of the first area-wide Teamster contracts.

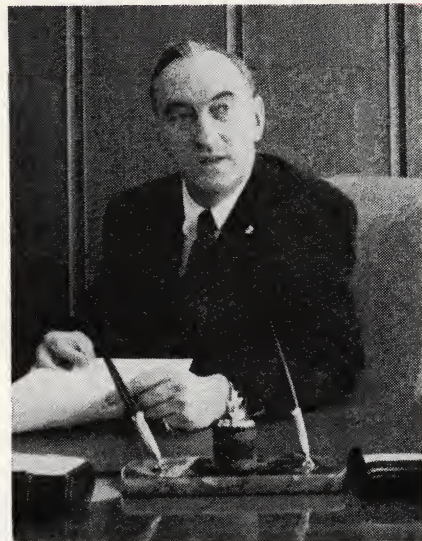


MURRAY W. MILLER

After serving as Executive Assistant to President Dan Tobin for a dozen years, he was named National Director in 1952 of the over-the-road freight division and the following year was selected to handle the Eastern Conference which he has headed since.

"Dusty" Miller is a old-time associate of Flynn's. After serving as an organizer and business agent for Local 188, he went to Houston and became secretary-treasurer of Local 968 in 1946. He became an International Organizer in 1947 and was appointed chairman of the Southern Conference in 1951. Largely through Miller's guidance the Conference has grown to a membership of about 90,000.

Gibbons Named Executive Assistant



HAROLD J. GIBBONS

Harold J. Gibbons, president of Joint Council 13 and secretary-treasurer of Local 688 in St. Louis and newly-installed vice president of the IBT, has been named executive assistant to General President Hoffa.

The selection of Gibbons to be the chief administrative officer of the International office whenever the General President is not in the capital, was announced by Hoffa at an informal meeting of the headquarters staff the day after he took office.

In a brief greeting to the personnel, Hoffa said he was looking forward to a long and happy association with the staff. It was not his intention to make any changes in the personnel, said the General President, who added that all he expected of each employee was co-operation and a sincere and conscientious approach to his or her job.

"I'm sure," said Hoffa, "that as time goes on we'll all get to know one another much better. While I'll be doing a good deal of traveling, I am hopeful of being able to spend a fair amount of time at this office. In any event, I'll be in daily communication with Harold Gibbons."

Gibbons is a veteran of some 20 years in the labor movement, who during the late thirties and early forties was a responsible official in the CIO and the Amalgamated Clothing Workers Union. In 1941 he became head of the Retail, Wholesale and Department Store Employees Union (CIO) in St. Louis and later led this group into the Teamsters.

Formulate Montgomery Ward Plans

The Montgomery Ward Council, at a mid-February meeting, co-ordinated its thinking in respect to contractual demands which will be presented to officials of the mail order company and set the stage for a more intensified organizing effort.

It was revealed by General President Hoffa that the IBT Executive Board has authorized the issuance of a statewide charter in Iowa. It is the hope that this move will facilitate the organizing of some 1,000 Ward employees in that area.

"I urge all of you," said President Hoffa to the 25 Council members present, "to step up your organizing

and to concentrate your efforts on stores in the more populous areas."

Don Peters, chairman of the Council, likewise stressed the need for more organizing work. "It is very important," said Peters, "that each of us make sure we retain the majority we have and do everything we can to win over employees in stores not now organized."

Sam Baron, field director of the National Warehouse division and ex-officio member of the Ward Council, urged that "we get on a positive note and strike back against smears."

"We already have set a pattern for affirmative action in a letter sent to

Senator Paul Douglas (see page 18.)," said Baron. "No one should fail to read it or to encourage others to read it."

"When you get the *Montgomery Ward News* please read it so that you will be informed and, what is more important, get copies of it into the hands of non-members. This will help considerably in organizing."

The Council voted to have the group which conducted Ward negotiations in 1957 act in that capacity again this year. This negotiating body will be headed by President Hoffa as co-ordinator, Vice President Gibbons, Peters and Baron.

Peters said he expects to have a first-draft of the demands which will be presented to Ward officials, in the hands of the Locals concerned by March 1. It is his hope Locals will approve and get them back to him by March 15 for presentation to the company sometime after April 1. The contract expires May 31.

It was decided that all organizing and other activities of Council members would be co-ordinated and cleared through Don Peters. It was the consensus that the Retail Clerk's strike has been ineffective.

Peters pointed out that the picket lines they have established are at stores in which the Teamsters have sizeable representation among the clerks.

GIVES FACTS—While Sam Baron and Harold Gibbons, field director and chairman, respectively, of the National Warehouse Division, huddle in background Don Peters, Montgomery Ward Council chairman, tells of plans for future.



EVERYBODY BUSY—President Hoffa, at head of table, presides over mid-winter meeting of Montgomery Ward Council of which he is co-ordinator.

DISCUSS CONTRACT—Members of Council from all parts of country exchange ideas on what employees want in new contract from Montgomery Ward.



Warehouse Committee in Session

A National Council of local unions holding contracts with Safeway stores has been created by General President Hoffa.

In conjunction with a meeting of the Executive Committee of the National Warehouse Division in Miami Beach in mid-February, Hoffa named George Mock, International Vice President from Sacramento, as co-ordinator of the newly-established Council. Joseph Dillon of San Francisco, who heads the Warehouse Division on the West Coast, was appointed chairman, and Samuel Smith, president of Local 795, of Wichita, Kans., was chosen as secretary.

It will be the aim of the Council to secure the best possible wages and working conditions for employees of Safeway by co-ordinating the thinking and efforts of representatives of various local unions having members in the grocery store chain.

About 20 officials from various sections of the country attended the Warehouse Division's Executive Committee meeting. A number of programs for the future were reviewed. Vice President Harold J. Gibbons, who also is chairman of the National Warehouse Division was instructed to consult with the various area Conference chairmen with a view toward implementing the programs in the most effective manner.

Speakers Offer Encouragement

Sam Baron, the Division's National Field Director, reported on activities

during 1957 and the financial condition of the group. It was moved unanimously that all local unions should be contacted and encouraged to contribute financially to the Division during this year.

IBT Secretary-Treasurer John F. English gave a short, friendly talk to the group, reassuring the members of the International's support and encouragement.

"We are now organizing," said English. "We have new committees and we are going to give you an organization that you'll be proud of."

"I'll predict that within a year we'll

have the greatest organization in the country."

In addition to Gibbons, Baron, Mock, Dillon and Smith, those attending the meeting included: Richard Kavner, St. Louis; Don Peters, Chicago; Lawrence Steinberg, Toledo; Joseph Bernstein, Chicago; Bert Brennan, Detroit; W. L. Williams, Seattle; Weldon L. Mathis, Atlanta; Frank Keane, Philadelphia; Charles J. Guardo, Baltimore; Gay Lillefloren, Los Angeles; John J. Greeley, Eastern Conference, and Abraham Weiss, the International's economist from Washington.



BIG HUDDLE—Members of Warehouse Division Executive Committee study reports.



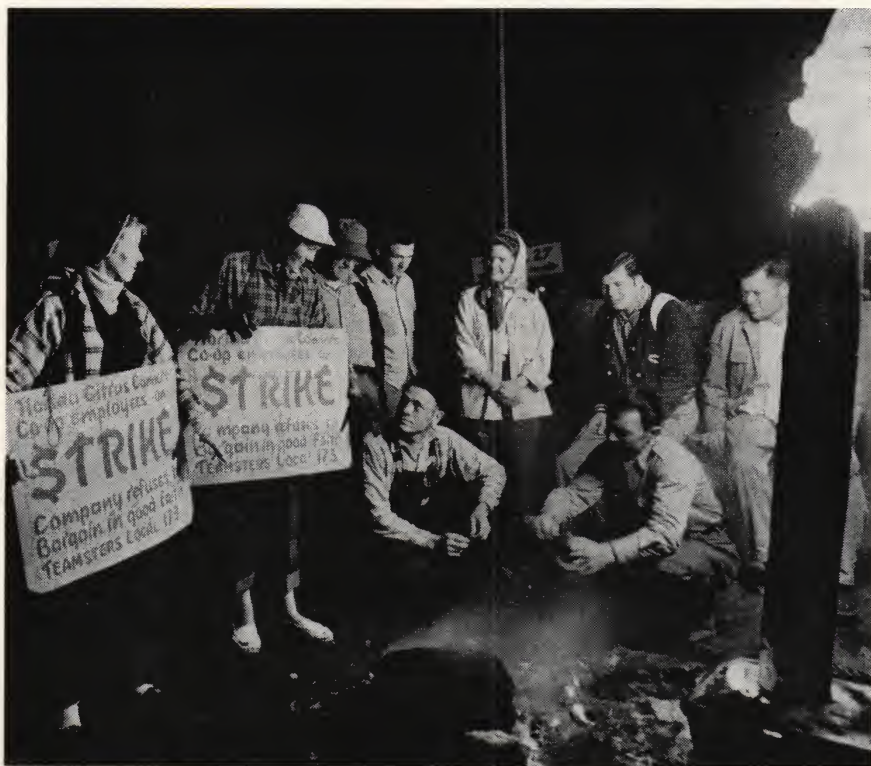
EXPLAINS SITUATION—Sam Baron (right), field director, briefs Chairman Harold Gibbons before start of Warehouse Division meeting.



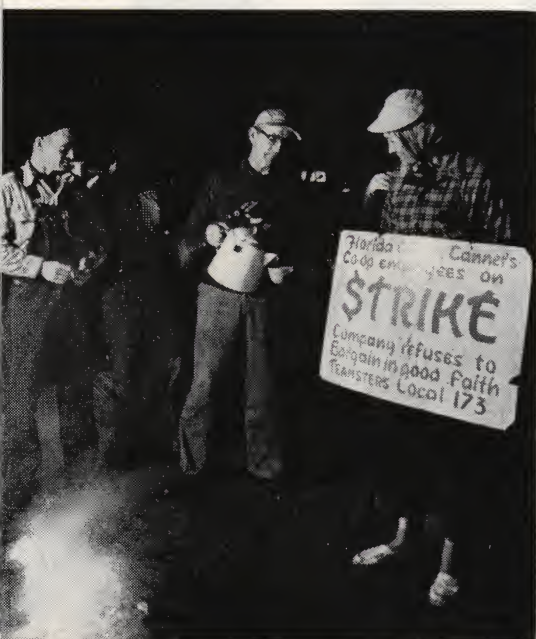
PENSIVE CO-ORDINATOR—Vice President Mock (center) who was named co-ordinator of newly established Safeway Council concentrates on some facts and figures.

IBT Urges Locals to Help

Teamsters' Citrus Strike Supported



Picketing around the clock in Florida's worst cold snap in years proved to be chilly duty. Here strikers gather around fire at night. Company refuses to bargain in good faith despite Teamster certification over a year ago.



Welcome indeed on a brisk night is the "coffee pot." Well-bundled picket waits while fellow-striker mans the big coffee container.



Jack Knowles (right) is signed up for picket duty with Local 173 President C. L. McLean (left) and Local Organizer Cecil Beasley.

The strike of Teamster members of Local 173 against Florida Citrus Cannery at Lake Wales, Fla., has been given new impetus and unequivocal support through a resolution adopted unanimously by the IBT General Executive Board.

The Board's action not only re-emphasizes its endorsement of the strike, now in its second month, but throws behind it the power of the 891 Teamster locals throughout the country.

"We now ask," said General President Hoffa in a letter sent to each of these Locals, "that you bring this matter to the attention of your membership and request that they do not purchase or use the products of this unfair company and that they help us in any way they can to win our fight against this company."

Picket lines are operating daily at the Lake Wales plant and Teamsters officials are determined to force the company to comply with a National Labor Relations Board-conducted election which certified Local 173 as bargaining agent for the 850 employees.

While trying to persuade the company to negotiate a contract, W. W. Teague, an organizer for the Southern Conference, and Joseph Morgan, an International organizer in Florida, are guiding strike activities. Their problem has been made more difficult by the action of certain citrus companies in the immediate vicinity of Lake Wales. To prevent the "struck" plant



About 20 of these two-family frame

from shutting down entirely, these neighboring companies have closed and are requiring their employees to produce concentrate and single strength juices at the Florida Citrus Canners' establishment.

The "struck" company processes frozen concentrate and single strength orange and grapefruit juice under the brand names of "Donald Duck" and "Priceless."

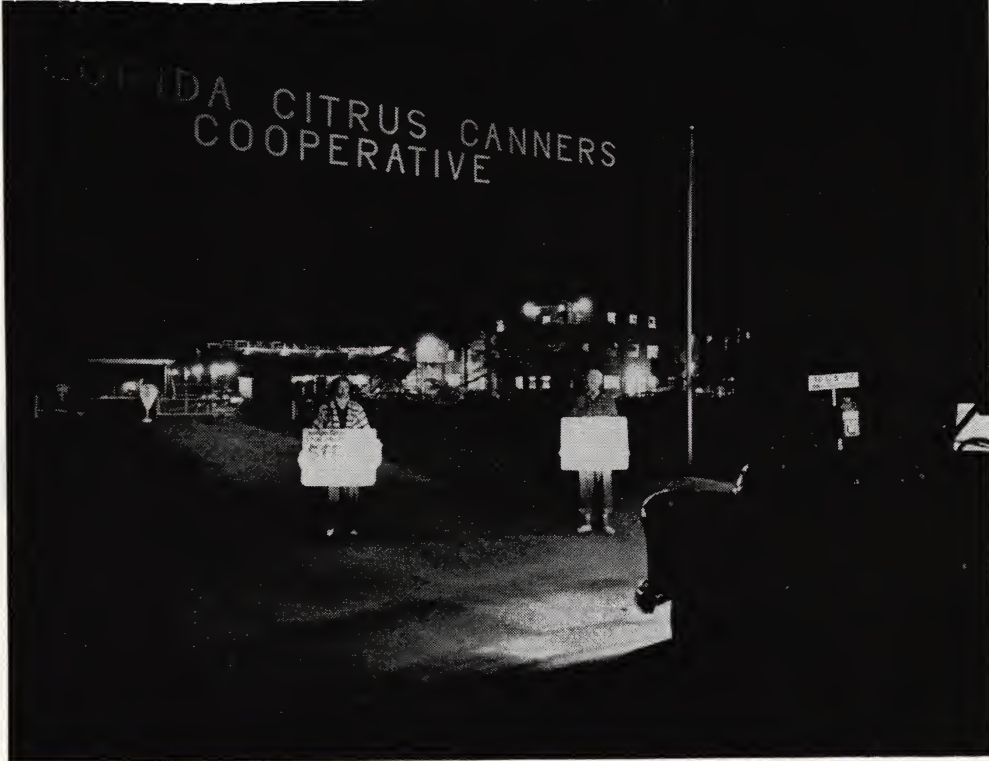
Despite the fact that the Teamsters were certified as the legal bargaining agent on Feb. 6, 1957, the company still refuses to bargain in good faith. This attitude has led to an investigation of the firm's labor practices by the National Labor Relations Board.

"Ever since our certification as bargaining agent," said Teague, "we have tried to get the company to fulfill its legal responsibility of negotiating a contract. We have met resistance all along the line.

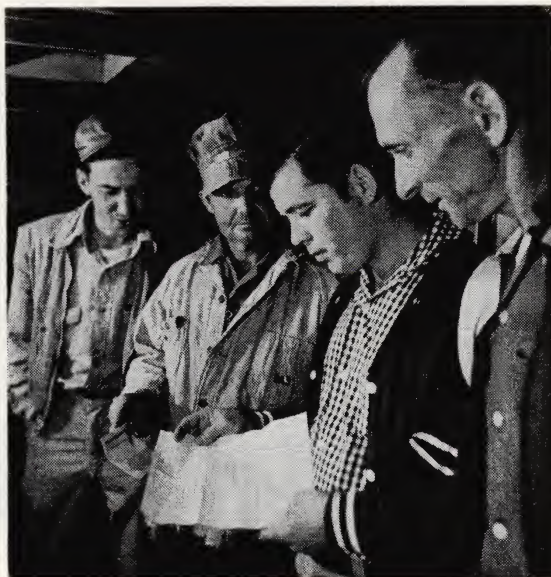
"Consequently, we were forced to declare a strike on Jan. 17. This strike was endorsed by the International Union. With the united support of the International Union and fellow Teamsters throughout the country we now intend to press our issues and insist that the company proceed, as directed by the NLRB, to bargain in good faith and sign a contract."

The Teamsters demand a contract containing fair seniority provisions, an 8½-cent an hour across the board increase which would be retroactive to last Dec. 4, and two paid holidays a year, among other things.

As a result of NLRB-conducted elections which resulted in Local 173 being certified as the legal bargaining agent the Teamsters have negotiated contracts with the Lake Wales Citrus Growers, a packing house at Lake Wales, and the Stokley-Bordo Products Concentrate plant at Haynes City, Fla.



Above—Pickets Virginia and Christine Hall, sisters-in-law, are caught in headlight beam of auto driven by a scab reporting for work. They leave a narrow opening for him to enter.



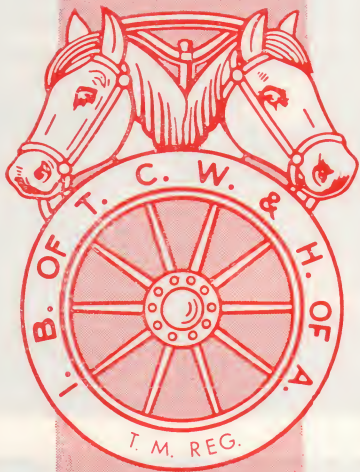
Right: Union Member Joseph M. Revels reads discharge notice from company. Others, from left, are: Melvin Carter, Harold Dunaway and Jack Knowles.

Below: Strikers report to collect strike benefits that will enable them to carry on their fight for union working conditions. They are Thelma Deal, Carthell Day and Veda Watson.

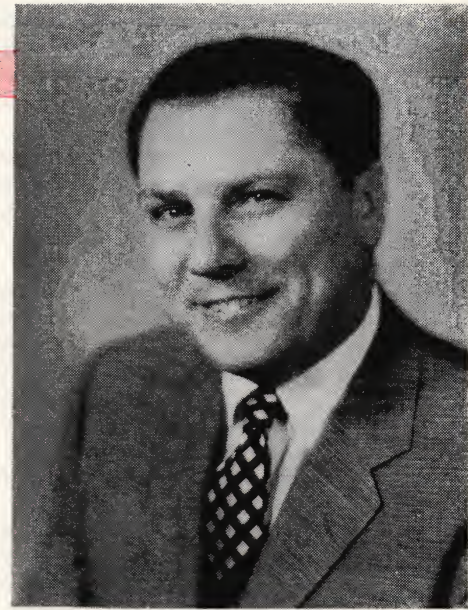


dwelling are rented by company to workers.





GENERAL EXECUTIVE BOARD AND TRUSTEES



JAMES R. HOFFA
General President



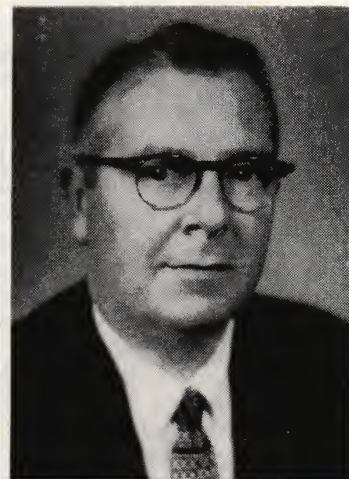
JOHN J. CONLIN
First Vice President



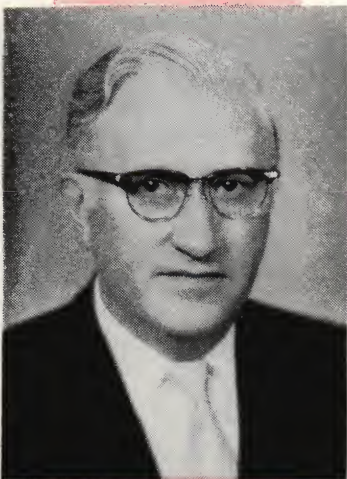
JOHN T. O'BRIEN
Second Vice President



JOSEPH J. DIVINY
Third Vice President



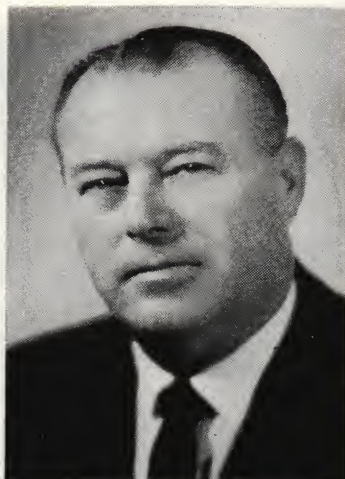
EINAR MOHN
Fourth Vice President



GORDON CONKLIN
Ninth Vice President



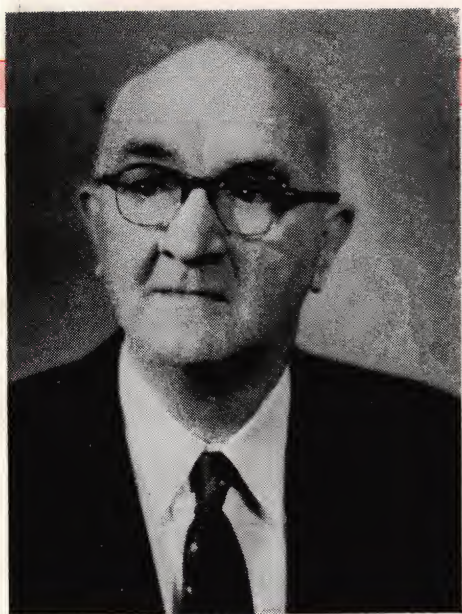
JOHN B. BACKHUS
Tenth Vice President



GEORGE MOCK
Eleventh Vice President

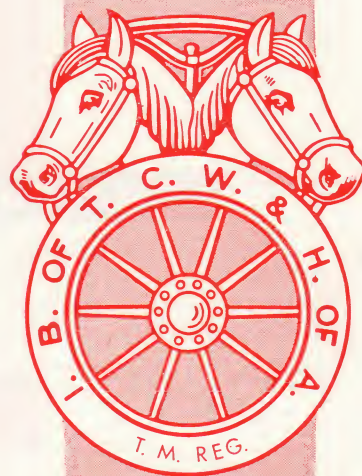


MURRAY W. MILLER
Twelfth Vice President

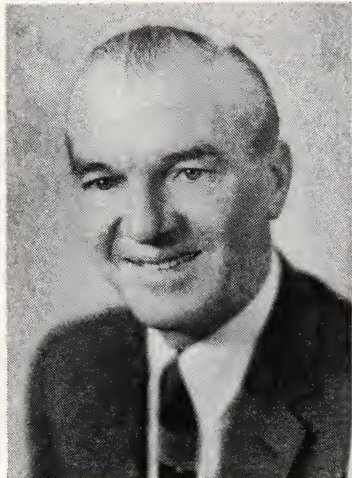


JOHN F. ENGLISH
General Secretary-Treasurer

INTERNATIONAL BROTHERHOOD OF TEAMSTERS



HARRY TEVIS
Fifth Vice President



JOHN O'ROURKE
Sixth Vice President



OWEN B. BRENNAN
Seventh Vice President



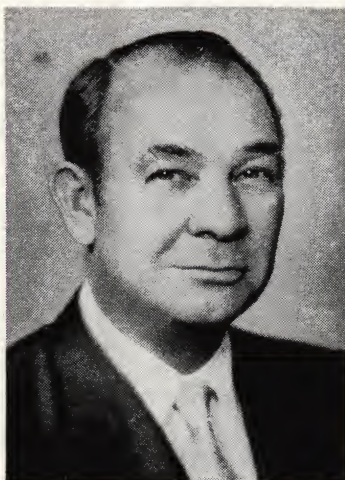
THOMAS E. FLYNN
Eighth Vice President



HAROLD J. GIBBONS
Thirteenth Vice President



JOHN ROHRICH
Trustee



PAUL D. JONES
Trustee



RAY COHEN
Trustee

JIM CAREY . . .

EXPOSED

HIS LUDICROUS STATEMENT

How is it that Jimmy Hoffa can walk into John Barr's office at Montgomery Ward and come out a couple of hours later with a signed contract, while representatives of a reputable and responsible union like the Retail Clerks get nothing but double-talk from Montgomery Ward?

It was with this in mind

THE SIMPLE TRUTH . . .

January 21, 1958

Senator Paul H. Douglas
United States Senate
Senate Office Building
Washington, D. C.

MY DEAR SENATOR DOUGLAS:

Newspaper reports dealing with a letter you addressed on January 9 to Mr. John A. Barr of Montgomery Ward & Company and Mr. James A. Suffridge, president of the Retail Clerks International Association, show a justifiable concern on your part in the current dispute between Montgomery Ward and the Union.

I'm sure you have noticed, as I have, the implications in some of the news stories prompted by your letter. It seems to me a serious situation has been created in which considerable liberty is being taken with the facts.

This, of course, is a matter of deep concern to me as well as to the International Brotherhood of Teamsters which has been identified as having a master contract with Montgomery Ward. You, yourself, have been represented as being so exercised with the labor policies of Montgomery Ward that a Congressional investigation may result.

It is quite apparent to me, Senator, that you have been misled or deliberately deceived into thinking there is collusion between Montgomery Ward and the Teamsters and that our members benefit from a master contract. This, I can assure you, is an absolute falsehood.

I know that you have a sincere and deep affection for the working man and your record in consistently striving to advance the welfare of labor is a commendable one. I also know that only the highest of ideals motivated your actions in the current dispute. Therefore, I'm prompted to write you in some detail concerning our contractual relations with Montgomery Ward so that you will have all the facts.

It gives me considerable pleasure to be able to report

to you, Senator, that Teamster Unions today are the legally certified bargaining agents for more than 20,000 employees in the mail order, retail and warehouse divisions of Montgomery Ward in 59 locations throughout the United States.

In each of these locations we fought tooth and nail to gain recognition, and in every instance, certification came only after a National Labor Relations Board election. The fight has been long and difficult, I can assure you.

The Teamsters have been the recognized bargaining agent for some Montgomery Ward employees since as far back as 1939. Our first contracts with Montgomery Ward were signed that year following strikes which lasted 10 months at the company's locations in Portland, Oregon, and Oakland, California.

Ten years later, an NLRB-conducted election resulted in the Teamsters being declared the legal bargaining agent for a group of Montgomery Ward employees in Chicago. In 1953 we won bargaining rights for an even larger group of Ward employees in Chicago. Each year since that time, we have gained recognition in other areas, all—as I mentioned earlier—after determined struggles and through NLRB-conducted elections.

If I may, I would like to tell you something about the way in which we negotiate contracts with this mail order company. After reading what I have to say and studying the material* I'm enclosing, I am confident you will agree with me that there is much more to this situation than AFL-CIO Vice President James B. Carey would have one believe.

In the event you may not have seen what Mr. Carey had to say in an advertisement paid for by the International Union of Electrical, Radio and Machine Workers, of which he is president, and published in newspapers in seven of

*A copy of the memorandum of agreement signed March 31, 1955, by Mr. Mohn on behalf of the Teamsters and Mr. Barr for Montgomery Ward; typical contracts signed for each of the last 3 years—1955, 1956 and 1957—between Montgomery Ward and various Teamster local unions.

our larger cities; in that advertisement Mr. Carey stated flatly "... Jimmy Hoffa can walk into John Barr's office at Montgomery Ward and come out a couple of hours later with a signed contract ..."

If there ever was a deliberate and malicious mis-statement of fact, Senator, the above is it. And, what is more important, the history of our contractual negotiations with Montgomery Ward will bear me out.

For expediency and the convenience of all concerned, officials of Montgomery Ward have followed a policy during the past three years of sitting down with representatives of our local unions collectively in Chicago. The negotiators for each side endeavor to work out their problems and come to an agreement on the fundamental issues. When stalemates develop, federal mediators are called in to assist—a practice that, as you know, is followed quite generally in labor negotiations.

After long, tortuous negotiations by the local unions and the company, which produced a situation sufficiently serious to warrant our taking strike action, a memorandum of agreement on the fundamental issues was signed by me in behalf of the International Brotherhood of Teamsters and by Mr. Barr of Montgomery Ward on March 31, 1955. This became the basis for contracts that subsequently were drawn up and signed between the local unions and the company. In terms of rates, hours of work, classification of employees and some other matters, these contracts vary from location to location.

This memorandum of agreement expired in 1955 when the locals signed individual contracts with Montgomery Ward for the period from June 1955 to June 1956. The locals, having thus established a basic contract for negotiating collectively with the company, have pursued this policy in subsequent years.

Since the contracts actually signed by the local unions and the company differed, as previously mentioned, from area to area, it should be clear that any attempt to construe it as a master agreement is certainly an extreme exercise of the imagination.

Perhaps, if I traced our negotiations with Montgomery Ward in 1957 you would get a better idea of what is entailed.

The Teamsters' Montgomery Ward Council, which consists of at least one representative from each of the locations in which we are the certified bargaining agent, met for the first time as early as November 7 and 8, 1956—I would like you to pay particular note to the 1956 date—to discuss what might be sought from the employer. Our National Warehouse Division, under which the locals concerned function, followed with a two-day meeting on November 14 and 15 in Los Angeles.

The Ward Council again met on January 17, 18 and 19 to co-ordinate thinking and put the demands in final form. Between that time and March 5, they were submitted to the membership in the locals for ratification.

Once approved, they were presented to representatives of the mail order company, by the Union committee headed by James R. Hoffa, co-ordinator of the Montgomery Ward Council; Don Peters, the Council chairman; Harold J. Gibbons and Sam Baron, national chairman and national field director, respectively, of the Warehouse Division, at the initial negotiating session in Chicago on March 5, 1957.

Another meeting of the negotiators took place on March 18 and on March 21 and 22 there were meetings of the National Warehouse Division dealing with the issues under consideration. Again on May 12, 13, and 14 the negotiators wrestled with their problems but were unable to come

to terms. So, on May 15 the deliberations were broken off and the Federal Mediation and Conciliation Service notified an impasse had been reached.

One week later, the chairmen of the Teamsters' four area conferences—James R. Hoffa, Thomas E. Flynn, Frank W. Brewster, and Murray W. Miller—convened in Washington with me as a representative of the International Union. Reports on the deadlocked negotiations were made to us by Mr. Peters and Mr. Baron with the result that strike action was recommended and later approved by the International's General Executive Board.

Soon thereafter the negotiators met again in Chicago, on June 3, 4, and 5 with federal conciliators sitting in on the discussions and trying to bring about an agreement. On June 5 and again on June 7, I, accompanied by our attorney, Gerard Treanor, discussed the situation in considerable detail with Joseph F. Finnegan, director of the Federal Mediation and Conciliation Service in Washington.

The conciliators exerted every effort to break the deadlock while meeting with the negotiators in Chicago on June 6, 7, 9, 10, 11, 13 and 14. Attorney Treanor and my administrative assistant, Robert Graham, had another conference in Washington with Mr. Finnegan on June 15. A meeting of the Teamsters' National Warehouse Division was held for discussion of the deadlock and the possibilities of a strike on June 20 and 21. At their meeting in San Diego, California, between June 22 and 26, the Western Conference of Teamsters voted unanimously to support a strike, when and if called, against Montgomery Ward.

On June 24, 25, and 26 the conciliators again brought the negotiators together in Chicago to no avail. Another meeting, on July 2, produced no better results. At this point the situation looked anything but hopeful.

But the federal conciliators persevered and brought the negotiators together in Chicago again on July 10. Long sessions were held day and night on the 11th and 12th before a formula for breaking the log-jam was worked out and agreement reached on the fundamental issues involved. In considering these events, I would like you, Senator, to keep in mind that our contract had expired on May 31, and that a strike already had been authorized by our International Executive Board.

The agreement, concluded on the 12th, was ratified by the Teamsters' Montgomery Ward Council at meetings con-

Denver Teamsters Organized Ward

Members of Teamster Local 452 in Denver took a leading part in the drive to organize Montgomery Ward workers and, as early as Feb. 29, 1952, won the right to bargain for mail order employes in that city by a 592 to 307 vote in an NLRB-conducted election.

On Sept. 26, 1952, Local 452 signed the first contract with Montgomery Ward in Denver. The following spring Charles F. Lindsay, secretary-treasurer of Local 452, arranged for his associate, Herb Bailey, to appear before the National Warehouse Council where he urged that a campaign be launched to organize Ward's on a nation-wide basis.



C. F. Lindsay

A few months later this was done. Through hard work strong resistance has been surmounted and Teamsters now bargain for Ward workers in 59 locations.

ducted in Chicago on July 21 and 22. It then was submitted to members of the local unions concerned for their approval and the individual contracts were signed on varying dates between August 1 and August 15, a little more than nine months after the initial meeting.

This indisputable record of lengthy strain and struggle to reach an agreement hardly suggests to me that, as Mr. Carey says, "Jimmy Hoffa can walk into Barr's office at Montgomery Ward and come out a couple of hours later with a signed contract." I don't want to deprecate Jimmy Hoffa's capabilities, but if he possesses the magic Mr. Carey would have us believe, I ask you in all sincerity, Senator, why did representatives of the Teamsters, the company, and the Federal Conciliation Service waste such valuable time when the valuable time they spent negotiating could have been devoted to more constructive efforts?

Furthermore, if Mr. Carey, the RCIA and others believe their own tall and vicious propaganda tales, why did they not accept the invitation Mr. Hoffa extended to the Retail Clerks to join with us in our negotiations with Montgomery Ward on the contract for 1956 and 1957?

And, just to keep the record straight, it might be well for me to mention that while Jimmy Hoffa did participate in some of the early negotiations in March, 1957, he was unable to attend later negotiating meetings and was not present at the concluding three-day session which produced the agreement.

It is not my intention, Senator, to burden you with the problems of labor people. But since your letter resulted in inferences being drawn by certain newspapers and people

of importance in our economic and political life that are harmful to the Teamsters, I feel impelled to set you straight.

Your record of devotion to labor and the working man convinces me that you would not knowingly do anything to harm their cause. It is for that reason I have gone into considerable detail to present you with the facts in the Montgomery Ward case with which your letter of January 9 dealt.

I want you to know that I am taking the liberty of sending a copy of this letter to Mr. Carey, to AFL-CIO Vice President Joseph D. Keenan whose name was mentioned in the Carey advertisement to which I referred earlier, to AFL-CIO President George Meany, and to all other members of the AFL-CIO Executive Council.

I do this because I deal here with Mr. Carey as an officer of the AFL-CIO, who was especially selected by President Meany to assist the Retail Clerks in the Montgomery Ward negotiations which were dealt with in your letter of January 9. I think you will understand my strong feeling that Mr. Meany and the entire AFL-CIO Executive Council have a definite responsibility for the actions and utterances of their representative in this matter.

If at any future time you have doubts about information that is given to you or you would like enlightenment on matters concerning this International Union, I want you to feel perfectly free to call upon me. I will gladly assist you in every possible way.

Sincerely,

EINAR O. MOHN, *Vice President,
International Brotherhood of Teamsters.*

Local 726 Benefits

Members of Teamster Local 726 in Chicago benefit from a contract recently negotiated between the Argonne National Laboratory and the Argonne Atomic Trades Council which embraces workers in six labor unions.

"It pleases us to know," said David O. Sark, secretary-treasurer of Local 726, "that we have set a good pattern of adjusting our differences with never a work stoppage or strike. I think Teamsters and other members of the Council have done an excellent job of supporting President Eisenhower's Atoms-for-Peace program."

The new pay scale for Local 726 members runs to maximums of \$2.47½ and \$2.67½ an hour in their classification. Time and a half applies after eight hours daily. If an employee works continuously for more than 12 hours he gets twice his regular rate for everything over the 12 hours. Time and a half is paid for holidays and 15 cents more an hour for swing-shift work.

Time for Relaxation. Seven holidays are granted a year and vacations range from two weeks, after a year, up to four weeks after 15 years. Retirement benefits are improved and the employer pays the premium on hospital-surgical-medical plans for qualified workers.

The new contract treats also with procedures for handling grievances, arbitration, apprentice training, disability and lay-off allowances.

The contract covers, in addition to the Teamsters, members of Local 321,

Building Service Employees; Local 134, Electrical Workers; Local 507, Plumbers and Pipefitters; District Council 30, Painters, Decorators and Paperhangers, and Local 1954, Carpenters and Joiners.



SIGN CONTRACT—D. O. Sark (seated, left), secretary-treasurer of Teamster Local No. 726, and G. H. Dickerson, Jr., assistant business manager of the Argonne National Laboratory, are shown formalizing new wage-working agreement while officials of other unions and the Laboratory watch.

Win Acclaim for Community Service

Teamsters Move Louisville Hospital

By William J. Kelly

THE day dawned raw and a chill wind penetrated even the warmest of clothing. Traces of a three-inch snowfall were everywhere and the near-freezing weather added to the physical hardships.

But nothing daunted members of Teamster Local 89, General Drivers, Warehousemen and Helpers in Louisville, Ky., as they turned out, some 500 strong, to render another community service for which Teamsters everywhere have become renowned.

On this rather bitter January morning one of Louisville's venerable institutions, the Saints Mary and Elizabeth hospital, was moving to a new \$4,000,000 building. This transplanting of a 175-bed hospital with its furnishings and delicate equipment was no minor undertaking.

But, as they have on innumerable occasions during periods of distress, disasters and emergencies of every sort, Teamsters responded immediately and enthusiastically to the community need and performed in a manner that evoked hearty commendation.

Under the direction of President Paul Priddy and his fellow-officers, members of Local 89 toiled in the biting cold from dawn until late in the afternoon. With the precision so characteristic of those who are proficient in their work, the Teamsters com-

pleted the sizeable move without fuss or fanfare. Well before nightfall everything was in the new, five-story modern hospital without serious damage to anything. Here and there, some furniture might have been scratched, but nothing more.

Precision Marks Move

Disruption of the normal functions of the hospital and the inconvenience to patients was held to a minimum.

"It was a major undertaking, performed with a minimum of confusion," said one hospital official. "We certainly are indebted to the Teamsters of Local 89 for a fine job."

Sister John Miriam, administrator of the hospital which has been operated since 1874 by the Sisters of Charity of Nazareth, was effusive in her gratitude. As she walked about the drafty corridors of the old building, seeking whatever warmth she could squeeze from a knitted, black cape, this dedicated nun said with considerable feeling:

"This is a job we never could have done ourselves or have found the money to pay for it. What you see taking place here this morning shows how civic-minded and generous the Teamsters are, both as an organization and as individuals. All of us are more than grateful to each of the men who are helping in any way in this project. It's a sight to behold."

And truly it was. The community spirit had been stirred and the unity of purpose was unconsciously reflected in the actions of every man on the scene. "Community on Duty" was the apt slogan chosen by the committee in charge, of which Jefferson County Judge B. C. Van Arsdale was chairman.

Real Community Effort

Bundled in a windbreaker and cap, the judge was no arm-chair strategist but a determined and purposeful worker as he hustled about to see that things were going according to schedule. The precision and facility with which furniture was moved made it apparent that this was a well-planned project.

Sister Miriam explained how it was worked out. She had heard about the transfer of a hospital in Evansville, Ind., some time back and, upon inquiry, learned that Teamsters had played a major role in that instance also. So a little searching led her in Louisville to Local 89 and President Priddy.

"He was most receptive," said the hospital administrator. "When I explained the situation we were faced with in the moving, he assured me the Teamsters would cooperate in every possible way."

So with President Priddy, Secretary-Treasurer Marion Winstead and other



CONTROL CENTER (left)—This busy trio (left to right) Judge B. C. Van Arsdale, chairman of "Community on Duty"; Sister John Miriam, hospital administrator, and Paul W. Priddy, president of Local 89 and the Kentucky Conference of Teamsters, kept things moving in orderly fashion from this point. **EVER WATCHFUL (right)**—Some patients went by ambulance under the watchful eyes of doctors and nurses.



Marcus Judd (left), assistant agent in Local No. 89, and Marion Winstead, secretary and treasurer, get film documentary on another civic service rendered by Teamsters.



A loaded truck ready to roll away from old building.



officials of Local 89 working closely with Judge Van Arsdale a detailed program of procedure and operation was worked out.

Careful Planning Simplifies Moving

Nothing was left to chance. Tags in various colors were tied or pasted to everything that was to be moved. As "M" day approached, every patient who might possibly be discharged without endangering his or her health was permitted to go home.

Two days in advance of "M" the maternity section of the new hospital building was opened to expectant mothers. So by the time moving day came around there were no infants or new mothers in the old building. The reduction in the hospital's normal complement of patients also made it possible to transfer, on the two days preceding "M" day, the basic quota of

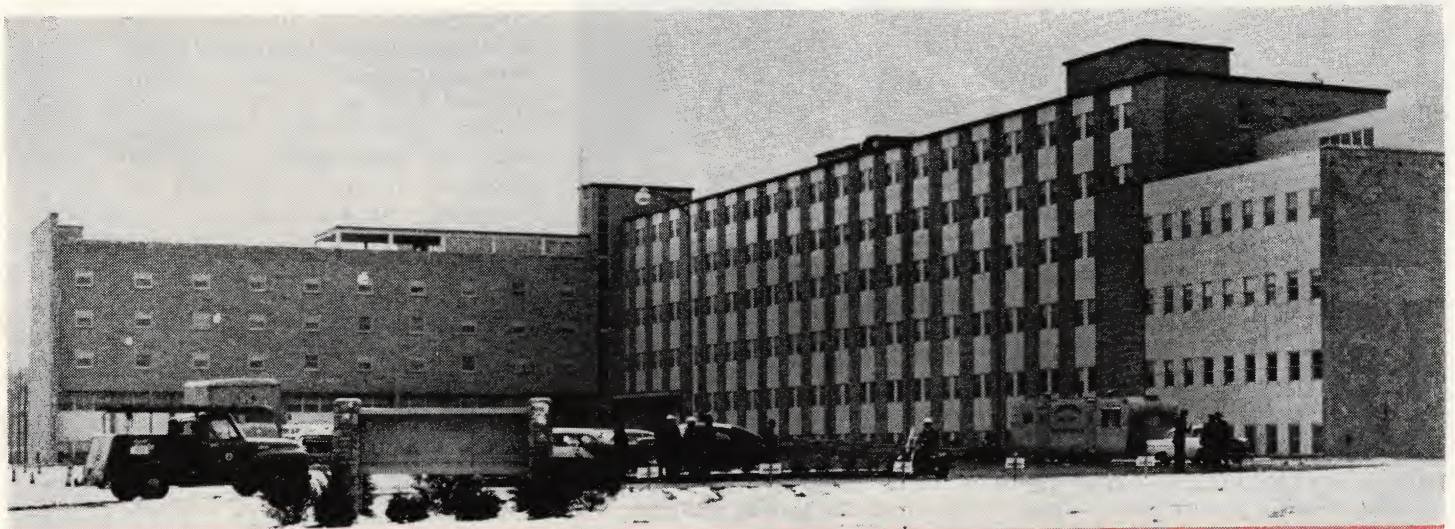


Above: Local President Priddy, left, gives instructions to volunteer while other Teamsters await directions.

Left: Modern equipment made for instantaneous communications.

Right: Mike Murphy (left), assistant agent, Local No. 89, and Ray Devine, a volunteer member, show surprise when caught by the camera.





Hospital Saints Mary and Elizabeth.



Time out for coffee served in new hospital cafeteria by Women's Auxiliary.



The infirm were handled tenderly.



"Community owes Teamsters debt of gratitude," Judge B. C. Van Arsdale tells writer. Sister John Miriam, hospital administrator, in background.

Teamsters waiting to load.





TRUCKS EVERYWHERE—Lining the streets as far as the eye could see were vehicles and Teamster drivers awaiting their turn at the loading platforms.

beds and other equipment of immediate need in the new building.

While half of Louisville remained asleep on the morning of January 25, a seemingly endless parade of tractor-trailers, semi-trailers, and vehicles of lesser capacity moved through the pre-dawn to the old hospital site. At the wheel of each was an experienced Teamster who was giving, without reward except for the personal satisfaction derived from helping others, freely of his time and energy.

By daylight more than 100 vehicles which were made available by approximately 75 companies lined both sides of streets in every direction. Each bore a sign which told the story in simple, yet meaningful, words:

COMMUNITY ON DUTY

Courtesy

Teamster Local Union 89 **Kentucky Motor Transport Assn.**

The few remaining patients—23 in

all—were bundled quickly into blankets, secured firmly to stretchers and placed in litter-carriers provided by the U. S. Army from nearby Fort Knox.

The second and last of these specially-equipped motor buses pulled away after the Rev. Jerome Lammers had blessed the vehicles and their human cargo. Then the moving of furniture and equipment began in earnest.

President Priddy took charge of the main loading platform where four vehicles received cargo at one time. Other Teamster officials kept things moving at two other loading areas and within the buildings. Trustee Dick Fischer, huddled in a gray stormcoat, handled traffic at the main gate and kept empty trucks readily available so that no time was lost in wheeling them into the loading docks.

Through the means of public address systems set up inside and outside both hospitals, communication was in-

stantaneous. Some 80 members of the Amateur Radio Emergency Corps manned strategically located transmitting and receiving devices. In this manner, uninterrupted communications were maintained not only between the hospitals but along the prescribed route of travel.

Almost Flawless Execution

Here and there an occasional hitch developed when antiquated elevators were unable to keep up with the rapid pace of Teamsters as they moved swiftly through rooms and corridors, floor after floor. Now and then a worker might idle awhile to sip hot coffee served by the hospital's Women's Auxiliary. But, all in all, the pace was steady and certain.

As the loading of each truck was completed it would pull away, pick up a policeman on a motorcycle who would escort the transport through reasonably heavy traffic to the new building some five miles distant. A large card, corresponding in color to the tags attached to the cargo, in the windshield of the truck determined to which of five unloading areas the vehicle would be driven.

Once a truck reached its destination, Teamsters would again swarm aboard and unload, taking everything, as designated by the markings, by elevators and staircases to the proper floor and location. So flawless was the execution that Joseph M. McGee, assistant hospital administrator, marveled at the absence of the interminable confusion that all too frequently makes "M" day an ordeal to be shunned by most any householder.

"It amazes me how efficiently things

(Continued on page 32)

NO IDLE HANDS—There was little wasted effort as efficient Teamsters took over.



NEW HOME—Willing hands move furniture into the modern, \$4,000,000 hospital.



Ike's Labor Program

The Eisenhower labor program has been presented to the Congress and, as far as the Teamsters are concerned, it is little more than another attempt to stifle union activity and extend federal control over the labor movement.

While the President did not go as far in his proposals as some of his more conservative Republicans would have liked, or have recommended in bills of their own, he very definitely made it clear he would like to place a check-rein on labor in ways that are entirely unwarranted.

Minority Leader Knowland, an anti-laborist of the first rank, is one of those who have offered plans far more stringent than the Administration's. He introduced a bill which overlaps some of the President's recommendations but, in other instances, it goes far beyond the Eisenhower requests.

Of all the legislation so far proposed, about the only thing that Teamsters look upon as having some merit is the President's proposal that all welfare and pension plans file financial returns annually. In this respect, the Teamsters insist that all pension plans, including those of employers and those

administered jointly by union-management, be reported.

No "Wreck" Law. The Teamsters also were happy to see that the President resisted efforts to get him to endorse a national "right-to-work" law or to recommend that unions be denied immunity from the general anti-trust laws.

While no action has been taken at this writing on any of the Administration proposals or those of other members of Congress, individual Teamsters should make their opposition to the recommendations known immediately to their respective Senators and Congressmen. Any delay in this will give the anti-labor forces an opportunity to get a start which may be hard to overcome in later months.

The President also recommended that unions be required to show, by appropriate reports, that their members have the right and opportunity to elect, at intervals not exceeding four years, their local officers directly by secret ballot, and their national officers the same way or through delegates elected by secret ballot.

The President urged the appointment of a Commissioner of Labor Reports, who would be empowered to investigate the accuracy of reports and to subpoena records.

Employer Obligations. Employers would be compelled to report all financial dealings with labor organizations, either directly or through "third parties." Any dealings which operate to impair the rights of working people to organize, whether directly or through employer agents, would be prohibited.

The chief executive recommended that embezzlement of general union funds and welfare money be made a felony. So also would bribery or extortion between management and union representatives, now regarded as a misdemeanor.

Unions failing to make proper reports would be deprived of their tax-exempt status and their status before the National Labor Relations Board.

Brings in NLRB. Senator Knowland, in extending new duties to the National Labor Relations Board, would give that body jurisdiction over individual complaints that officials were elected illegally. It also would be empowered to conduct secret elections on recall of union officials on the petition of 15 per cent of the union membership. Among other things it would get the task of pro-

Text of Resolution

(Adopted unanimously by the Teamsters' General Executive Board on February 12, 1958 and forwarded to President Eisenhower.)

WHEREAS unemployment levels have reached their highest point in eight years;

WHEREAS the unemployment situation has worsened materially within the past few months, rising by a record-breaking 1,120,000 in the past month;

WHEREAS total employment in January declined by 2,158,000 to a point five million below the record high set last summer;

WHEREAS the economic and business outlook for the year ahead offers to promise little for increased employment for America's wage earners;

WHEREAS the yearly addition of 750,000 young men and women to the nation's labor force will add to the ranks of the unemployed unless prompt measures are taken to stimulate economic activity and absorb these new workers as well as provide job opportunities for those now out of work;

WHEREAS the impact of automation on jobs will be magnified during a recession period and add to the nation's rank of unemployed workers;

WHEREAS unemployment prevents full utilization of the nation's resources, both human and material, and is therefore wasteful;

WHEREAS our country's position as a leader of the progressive forces in a free world economy as opposed to the Communist dominated bloc requires that this country assure its workers of job opportunities;

WHEREAS the principles embodied in the Full Employment Act require positive measures by Government, business and labor to stimulate and advance measures to provide jobs for all;

NOW THEREFORE, BE IT RESOLVED:

That the Administration initiate immediately an accelerated program of public works and defense expenditures;

That the Administration further relax its monetary and credit policies so as to foster business expansion and thereby help to create jobs;

That the Administration initiate immediately a vast educational program to provide the schoolrooms vitally necessary to our 20th Century educational requirements and ever-increasing school population;

That the Administration sponsor and actively promote in Congress extension of the unemployment compensation system to workers presently excluded and increase the amount of unemployment benefits to levels which will more realistically approximate current living needs;

That the Administration sponsor and actively promote in Congress a rise in the minimum wage under the Fair Labor Standards Act and extend the Act's protection to the millions of workers presently denied protection which workers are among the lowest paid in the country; and finally,

That the Administration convene at the earliest possible moment a Mobilization Conference for Full Employment, consisting of the leading representatives of Government, industry, labor and the public, to consider and develop concrete plans and proposals to reverse the unemployment trends.

protecting the rights of members deprived by union discipline from voting for union officers.

Knowland also would limit trusteeships of local unions to one year; prohibit collective bargaining contracts of more than two years' duration unless approved by majority vote; and would prohibit clauses waiving the right of members to strike unless this was approved by a secret ballot vote.

Register Welfare Plans. He would require that the Labor Board, the employer, and union members receive 30-day notices of strikes, and protection by the Labor Board would be denied employees who participated in a strike after a majority vote against such action. Employee welfare plans would have to be registered with the Securities and Exchange Commission and required reports would be available for inspection by the public.

It is Knowland's idea to amend the Taft-Hartley Act in many ways. One would make it an unfair union labor practice to strike in the absence of notice or after a majority had voted against the strike. Another proposed that an existing collective bargaining contract should not prevent representation proceedings before the NLRB.

Penalties for violations would be severe, ranging from loss of representation status to fines and prison terms in more serious cases.

Right-to-Work. Sen. Barry Goldwater (R.-Ariz.) tossed into the legislative hopper a bill which would make effective on a national level the kind of restrictive "right-to-work" laws that prevail in his own state and in 17 others, mostly in the South. The Arizona Republican's measure would ban the negotiation of contracts which require employees to join unions as a condition of retaining their jobs.

Offsetting this was a bill, introduced by Rep. John D. Dingell (D.-Mich.) which would eliminate Section 14 (b) of the Taft-Hartley Act. This section, said Dingell, "encourages states to destroy union security by putting state laws above Federal law for an unjust purpose." He wants to correct this situation because, he added:

"The phrase 'right-to-work' is an insidious misnomer, calculated to create the impression that the unions are in some manner attempting to curb the workingman's right to work.

"A fundamental precept in our democracy is that the will of the majority must prevail. I feel that my bill will correct that part of the Taft-

HAPPY TEAMSTER TRIO—(left to right) IBT General President James R. Hoffa, Local 20 President Lawrence N. Steinberg, and General Secretary-Treasurer John F. English acknowledge a greeting at the biennial convention of Local 20 stewards in Toledo. Some 450 stewards gave their approval to establishment of a million dollar security fund for the benefit of the Local's members.



Hartley Act that rejects this basic rule, since a union shop can be secured only by a majority of the workers affected and with the consent of the employer."

Other Proposals. Sen. Mundt (R.-S. Dak.) introduced five bills which, he said, were aimed at: Protecting union funds, guaranteeing democratic processes and secret ballots in union meetings, denying union office to criminals who have lost their voting rights, curbing "illegal" picketing, and curbing political activities by unions. In each case Mundt's bills would penalize violations by denying tax exempt privileges to those unions found guilty of violations.

Your Blood Gives Life

The long arm of Teamster brotherly love reaches everywhere.

Dick Klinge of Local 309 in Seattle tells this story of unselfish help.

Victor Bogner of Local 309 lay seriously ill in the University of Minnesota hospital in Minneapolis in desperate need of 18 pints of blood.

Upon learning of the situation, Klinge phoned Howard Fortier, secretary-treasurer of Local 970 in Minneapolis. In characteristic Teamster tradition members of 970 donated more than the necessary blood. Grateful members of 309 have voted unanimously to replenish 970's blood bank.

Local 20 Has Plan

A unique million dollar fund to assist members of Teamster Local 20 in Toledo, Ohio, in the event they become unemployed or ill has been approved by the 450 stewards of the 8,000-member union.

A referendum is underway to get membership approval of the plan which will provide benefits of \$50 weekly to any member of the local who loses his source of income because of illness, unemployment or strike action.

Lawrence N. Steinberg, president of Local 20, said the plan was "original and designed to give our members a much greater sense of security, since they know they will have at least enough to live on and keep their family going if they run into trouble. It will also give us a much more flexible organizing program with the funds to operate it."

Steinberg said the fund would be financed through contributions of \$1.50 a month from regular monthly dues and that dues would be raised from \$4 to \$6 a month. The deduction from the monthly dues will continue for about five years or until the million dollar mark is reached and then the \$1.50 will no longer be deducted.

Benefits will be paid in the following ways:

(1) After six months of the effective date of the fund, any member involved in a strike or labor dispute will receive an amount to bring his weekly income to \$50 a week until he returns to his job.

(Continued on page 32)

Teamsters Lead Strong Opposition

“Right-To-Work” Battle Lines Drawn

THE battle lines are being drawn and, as always is the case, Teamsters are in the forefront in the drive to prevent more states, as well as the federal government, from adopting the mis-named “right-to-work” laws that now shackle labor in 18 states.

Determined struggles are shaping up in the states of Washington, California, Idaho, Ohio, Kentucky, Kansas and Delaware. But these, by no means, represent the only anti-labor fires that bear watching.

In the Nation’s Capitol, Sen. Barry Goldwater, Republican from the “right-to-work” state of Arizona, has taken the initiative of getting such a restrictive measure into the legislative hopper. And equally as determined is Senate Minority Leader William F. Knowland who is running for Governor of California on a platform calling for “right-to-work” and other restrictive legislation.

While labor generally is alert to the situations, there is a great need for a marshalling of opposition and a coordinating of efforts to combat those with repressive intent. And in this battle it will be the voice of rank-and-file members which probably will have as much influence as anything else.

Turn to Deception

In the state of Washington labor’s enemies, having seen their “right-to-work” proposal go down to a more than 2 to 1 defeat in 1956, have decided on a deceptive switch this year. They stress “voluntary unionism” in the hope of hoodwinking the voter into accepting something that is deliberately mislabeled.

But every Teamster and laboring man and woman should keep in mind that the change in the title doesn’t alter the purpose of the initiative. If accepted by the voters, it would void any agreements which require membership in a labor organization as a condition of employment.

Some substantial forces are behind the so-called “voluntary unionism” move in California. A measure calling for an initiative petition on the November ballot has been filed for titling with the State’s Attorney General. It will require the application of 322,429 valid signatures of registered

voters by June 26 to secure a place on the November ballot.

Teamsters Selected Leaders

IBT Vice President Joseph Diviny was named to a 12-man policy committee in San Francisco to coordinate and guide opposition to the proposal.

The Teamsters’ Joint Council 42 in Los Angeles has lost no time in getting ready for the battle. Paul D. Jones, an International trustee and coordinator of the Joint Council, has been named chairman of a “right-to-work” committee. One of his many functions will be to launch in intensive registration drive so that all eligible voters will get themselves qualified to vote in both the June primary and the November general election.

Others in the California labor movement are becoming active. Well over a million pamphlets on the “right-to-

work” issue have been sent out by C. J. Haggerty, secretary-treasurer of the California State Federation of Labor.

Vern H. Cannon of the California Teamsters’ Legislative Council has assembled and distributed a wealth of material on the subject. This has been especially helpful to those who are invited to discuss the restrictive legislation before business groups and other interested bodies.

The Western Conference of Teamsters has been most energetic in preparing for the battle. They have prepared and distributed a very attractive 104-page booklet which is jam-packed with material on the proposed legislation and its evils. It also offers suggestions on the most effective methods of combating its proponents. The information manual is simply titled “The



INTERESTED CHIEF EXECUTIVE—Gov. Albert D. Rosellini (right), of Washington state, looks over a copy of “The Right to Work—Talking It Over,” published by the Western Conference of Teamsters. Dominic Paduano, of Joint Council No. 28, presented the booklets to the Governor.

Right To Work . . . Talking It Over" and should be an excellent guide to speakers and writers.

Through generous use of facts and figures, the booklet gives meaning to the adverse affects of "right-to-work" legislation and presents it in its true light—a threat not only to labor unions, but to the high standard of living American communities generally have come to know and enjoy.

Washington Democrats Oppose

In the state of Washington, sponsors of the legislation are using the same techniques that were used two years ago. They will begin with a mass mailing of petitions to some 800,000 households in the state and follow with a drive for signers in every county.

To get the measure on the November general election ballot, it will be necessary for the sponsors to obtain 90,319 valid signatures, a third more than were needed two years ago, under terms of a recently-enacted law.

The Democratic State Central Committee in November went on record against the initiative. A resolution unanimously adopted by the committee said:

"The overwhelming defeat of Initiative 198 last year (1956) by a vote of over two to one should have made it plain to bitter, anti-labor forces that the people of Washington cannot be tricked into voting for such fraudulent legislation."

The stand was backed by Gov. Albert O. Rosellini who declared: "I was the first public official to come out against the 'right-to-work' measure during the last election and my thinking has not changed." He described the proposed law as "a serious threat to the economic well-being of the people of the state of Washington."

Battle Raging in Idaho

Washington's neighboring state, Idaho, also is in the midst of a "right-to-work" initiative campaign.

There, as in Washington, a book published by the Western Conference of Teamsters on the arguments involved in the restrictive labor proposal is being used by labor leaders to inform public speakers. Some 3,500 copies of the book have been sent into Idaho at the request of the State Federation of Labor, officials of scores of unions outside the Teamsters, and secretaries of Teamsters locals.

Frank Baldwin, secretary of Local 483 in Boise, and Clarence Lott, secretary of Local 983 in Pocatello, have distributed 500 copies of the "right-to-work" book.

"Right-to-Work" Brings Low Income

What does so-called "right-to-work" legislation do for the laboring man or woman?

The answer is an income that is far below that of workers in areas where no such restrictive legislation prevails. Indisputable proof lies in the following which shows 1955 per capita personal income:

Delaware	\$2,513	Kansas	\$1,647
Connecticut	2,499	*Texas	1,614
*Nevada	2,434	Maine	1,593
New Jersey	2,311	*Arizona	1,577
California	2,271	*Iowa	1,577
New York	2,263	*Utah	1,553
Illinois	2,257	*Nebraska	1,540
Michigan	2,134	Vermont	1,535
Massachusetts	2,097	*Virginia	1,535
Ohio	2,062	Oklahoma	1,506
Maryland	1,991	Idaho	1,462
Washington	1,987	New Mexico	1,430
Rhode Island	1,957	*North Dakota	1,372
Pennsylvania	1,902	*Georgia	1,333
*Indiana	1,894	Louisiana	1,333
Montana	1,844	West Virginia	1,288
Oregon	1,834	*Tennessee	1,256
Missouri	1,800	*South Dakota	1,245
Wisconsin	1,774	Kentucky	1,238
Colorado	1,764	*North Carolina	1,236
Wyoming	1,753	*Alabama	1,181
New Hampshire	1,732	*South Carolina	1,108
Minnesota	1,691	*Arkansas	1,062
*Florida	1,654	*Mississippi	946

(*—Denotes "right-to-work" states. Per capita figures are from U. S. Department of Commerce.)

From these figures it is readily apparent that 18 of the 25 lowest income states are so-called "right-to-work" states. It should be borne in mind that Nevada's comparatively high-ranking position stems largely from the fact that gambling is legal in that state.

The figures for the 18 states, as a whole, make it obvious why Teamsters should fight this kind of restrictive legislation.

Baldwin reports that the entire labor movement is mobilized to combat the Idaho initiative. The Teamsters are working with the AFL-CIO action unit, called the "Committee for American Security," in opposing the measure.

Every Central Labor Council in the state has speakers who are taking advantage of all opportunities to appear at church meetings, fraternal club meetings, luncheons, service organizations, and labor union meetings and denounce the proposal. Baldwin himself has spoken at a church and attended forums sponsored by the "Freedom to Work Committee" in order to present the opposing side in debate.

At a meeting in Twin Falls, Baldwin said he and two or three truck drivers asked questions of the chairman.

"We asked questions that got him

all confused," Baldwin recounted. "He held up his hands and said he was not going to debate any more."

Anti-labor leaders are not making much progress in the forums. The people who come out for the meetings seem to be attracted as much by curiosity as by any sincere sympathy for the legislation.

The initiative sponsors have until July 1 to file their petitions. Because only 33,000 names are required, there is no reason to doubt that it will qualify for the ballot.

Difficulty in Getting Names

However, the names are not coming in as fast as the sponsors expected. When the initiative was filed in August, they declared that they hoped to get 200,000 signatures on the petitions.

"We know they are not getting as many as they thought they would, be-



PAUL D. JONES
Heads "Wreck" Law Opposition

cause they are asking for more volunteers to solicit names," Baldwin said.

Unions are getting support from the churches, the Lions Club, and some employers, who speak against the initiative just as forcefully as labor leaders. U. S. Senator Frank Church (D-Idaho) also has stated his opposition to the initiative.

Club Over Unions

The *Boise Statesman* in an editorial called the proposal "a fight to lower Idaho's income per capita and her standard of living."

What the sponsors want, it added, "is an Idaho law that is a club over unions in time of negotiation—a tool to warn that unless the union accepts the employer offer, he will hire non-union men. That is all that is involved—a smooth method to drive unions out of Idaho."

The editor of the *Idaho Farm Journal* warned that the measure would reduce purchasing power.

"Now who buys farm products?" he asked. "The fellow with a family, living in town, making a good salary. If he is out of a job or his wages are



JOSEPH DIVINY
Member Of Policy Committee

Deception by Design

An excellent example of how confusing and misleading the "right-to-work" designation being applied to restrictive labor legislation is comes in results of a questionnaire submitted to 125 law students at Northwestern University.

One question asked:

"If a company and a union agree voluntarily that all the employees represented by the union in the plant should become members of the union, should such an agreement be permitted by law?"

To this 84 students replied "yes" and 41 said "no."

They then were asked:

"Are you in favor of the so-called state 'right-to-work laws?'"

Eighty of the students answered "yes" and 45 said "no."

What the budding attorneys didn't understand is that "right-to-work" laws specifically outlaw the kind of agreement the great majority felt should "be permitted by law."

reduced, he'll have to leave the butter and steak counter and buy margarine and old-bull bologna for his kids."

In Ohio efforts are being made to get the necessary 354,210 signatures on petitions required to get the restrictive "right-to-work" amendment before the voters on the November ballot. The amendment would outlaw the union shop and a campaign to discourage signing of the petitions is being pressed by organized labor in the Buckeye state.

In Kentucky a major effort is being made to introduce "right-to-work" legislation although Gov. A. B. (Happy) Chandler has pledged that he will veto any "wreck" measure coming to him. The Kentucky State Conference of Teamsters, in the forefront of the labor move to battle restrictive moves, has published and distributed a 57-page booklet entitled "The Right-to-Work—PANACEA OR PANIC?"

A "right-to-work" referendum, authorized by the 1957 Kansas legislature, will appear on the November election ballot in that state.

In Delaware, "right-to-work" bills introduced in the last session of the legislature still are awaiting committee action.

Milk Charter Issued

John Backhus, International Vice President and President of Joint Council 53 in Philadelphia, has announced the issuance of a Teamster charter to milk producers in Northeastern Pennsylvania. Backhus estimates there is a potential of about 3,500 producers in the Milford, Pa., area and immediate vicinity.

Finlay Retires

R. W. Finlay retired as manager of industrial relations for Safeway Stores on Jan. 31.

In a letter addressed to Einar O. Mohn, IBT vice-president, Finlay expressed his appreciation for the cordial and friendly relations he enjoyed with Teamster officials. His duties with Safeway have been taken over by Ralph D. Brown, vice president of Industrial and Public Relations, whose address is P. O. Box 660, Oakland, Calif. Assisting Brown is Herman F. Weber of 1212 Broadway, Oakland.

Tom Jones Retires

After 32 years of service to the Teamsters, Thomas E. Jones, secretary-treasurer of Local 147, Des Moines, has retired.

He has been succeeded by Charles Kirschbaum, who has been serving as trustee and business agent.

Jones served as secretary-treasurer from the time the Local was chartered in 1946. Prior to that he was vice-president and business agent for Local 90, also of Des Moines. He was a truck driver for 18 years.

Grateful members of 147 and Joint Council 45 presented him with an outboard motor and rod and reel for his years of service.



THOMAS E. JONES
Taking Life Easy Now

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS WAREHOUSEMEN AND HELPERS OF AMERICA, WASHINGTON, D. C.

BALANCE SHEET

As at December 31, 1957

ASSETS

Cash:		
On Deposit	\$1,079,896.86	
In Transit	22,888.97	
Office Fund	500.00	
		\$1,103,285.83
Accounts Receivable:		
Organizing Campaign Advances	180,100.00	
Advances for Bookkeeping Machines	147,160.05	
Other	60.00	
		327,320.05
Inventories:		
Local Union Supplies and Equipment		150,206.77
Investments:		
Securities—Maturity Value	33,682,515.22	
Accrued Interest Thereon	242,478.15	
		33,924,993.37
Deposits:		
Equipment Contracts, Local Union	42,981.34	
Others	2,950.00	
		45,931.34
Capital Stock:		
Teamsters National Headquarters Building Corporation		1,000.00
(100 shares, par value \$10.00)		
Deferred Charges to Future Operations:		
Prepaid Insurance	13,259.21	
Prepaid Postage	2,459.17	
		15,718.38
Fixed Assets:		
Real Estate	5,216,748.88	
Furniture and Furnishings	396,657.10	
Office Equipment	22,938.27	
Library	309.01	
Automobiles	6,794.21	
		5,643,447.47
Total Assets		<u>\$41,211,903.21</u>

LIABILITIES AND NET WORTH

Accounts Payable:		
Trade Creditors	\$73,813.49	
Teamsters National Headquarters Building Corporation	2,756.17	
Employees Income Tax Withheld	16,914.16	
Escrow Funds	65.45	
		\$93,549.27
Notes Payable:		
Due Bank—4½ %		1,850,000.00
Accruals:		
Salaries and Expenses	91,208.09	
Taxes—Social Security	2,714.50	
Interest	14,267.96	
		108,190.55
Deferred Income:		
Discount on Mortgages and Notes		657,165.58
Net Worth:		
Balance—January 1, 1957	37,188,278.53	
Add:		
Adjustments for Prior Years Expenses:		
Insurance, Health and Welfare	7,248.63	
Per Capita Assessments	660.00	
Public Relations Expense Refund	12,987.51	
Retirement and Family Protection Plan	106,601.51	
		127,497.65
Total	37,315,776.18	
Add:		
Net Income for the Year Ended December 31, 1957	1,186,573.78	
		38,502,997.81
Total Liabilities and Net Worth		<u>\$41,211,903.21</u>

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, WASHINGTON, D. C.

STATEMENT OF REVENUE AND EXPENDITURES

For the Year Ended December 31, 1957

Operating Revenue:		
Fees		
Per Capita	\$6,786,570.40	
Initiations	725,531.55	
Organizational	240.00	
		\$7,512,341.95
Other Revenue		
Sale of Supplies	117,024.14	
Defunct Local Funds	1,463.17	
Refunds, Claims and Overpayments	186.75	
		<u>118,674.06</u>
Total Operating Revenue		\$7,631,016.01
Deduct:		
Operating Expenses:		
Per Capita Assessments	\$767,648.63	
Donations to Subordinate Organizations	849,735.00	
Organizing Campaign Expenses	1,715,033.12	
Supplies Purchased for Resale	82,016.63	
Magazine "International Teamster"	766,779.58	
Legal Fees and Expenses	215,473.80	
Convention Expense	359,513.63	
Retirement and Family Protection Plan	378,110.78	
Officers, Organizers and Auditors, Salaries	587,452.08	
Officers, Organizers and Auditors, Expenses	341,952.42	
Staff Salaries	166,038.37	
Printing	27,546.42	
Postage	9,511.20	
Telephone and Telegraph	36,845.45	
Express and Cartage	7,835.69	
Advertising	579.50	
Office Supplies and Expense	2,617.58	
Auditing Expense	1,825.00	
Bonds and Insurance	11,192.57	
National Headquarters Building		
Custody	9,325.50	
Maintenance, Supplies and Service	118,918.41	
Supervision and General Expenses	18,611.61	
Cafeteria and Kitchen	35,582.21	
Taxes, Real Estate	56,147.54	
Insurance, Building	5,847.70	
Depreciation, Building	97,694.00	
General Executive Board Authorizations	54,506.89	
Donations to Public Causes	11,303.12	
New York Office	11,486.26	
San Francisco Office	8,751.95	
Vienna Office	13,904.55	
Dallas Office	3,441.80	
Minneapolis Office	9,041.76	
Seattle Office	91,804.85	
Public Relations	334,480.47	
Taxes, Personal Property and Others	15,338.93	
Taxes, Social Security	15,399.45	
National Retirement Program	13,441.64	
Departmental and Divisional Expenses	342,376.94	
Moving Expense	307.81	
Auto Repair and Maintenance	1,740.67	
Depreciation, Furniture and Equipment	62,783.05	
Health and Welfare—Insurance	4,887.21	
Health and Welfare—Death Benefits	40,000.00	
		<u>7,704,831.77</u>
Net Deficit from Operations		(\$73,815.76)
Deduct:		
Financial Revenue		
Income:		
Interest on Investments	\$1,347,469.93	
Discount Income	66,083.30	
Gain on Foreign Exchange	160.55	
Commitment Fee Income	3,750.00	
		<u>1,417,463.78</u>
Expenses:		
Investment Fees and Expense	456.17	
Service Charges	100,336.64	
Interest Expense	57,193.69	
		<u>157,986.50</u>
Net Financial Revenue		1,259,477.28
Total Operational and Financial Revenue		\$1,185,661.52
Add:		
Other Revenue		
Gain on Sale of Fixed Assets		912.26
Net Revenue for the Year 1957		<u>\$1,186,573.78</u>
Denotes Deficit		

March, 1958

Hospital Move

(Continued from page 24)

are going," said McGee. "The Teamsters are doing an excellent job and we're grateful to everyone connected with the project."

By mid-afternoon the old building was an empty and deserted shell. It had been cleared of everything worthwhile so the last of the trucks picked up a police escort and departed.

Sister John Miriam, Judge Van Arsdale and other members of the committee had the look of satisfaction that comes from a job well done.

Chairman Pays Tribute

"Our whole community," said Judge Van Arsdale, "owes Local 89 and its membership a great debt of gratitude. Everyone has been properly encouraged by their generous effort and it is greatly appreciated."

"What we have witnessed here today serves as an excellent demonstration—as so many of us have long known—of the large and responsible part Teamsters take in our community and its affairs."

Some five miles distant new occupants were getting themselves oriented in spic and span surroundings that had the appearance of being strange yet were made homey, comfortable and familiar by furniture and equipment they knew so well. The transition was accomplished in a few short hours by a few hundred Teamsters with the know-how and the urge to do something for their fellow-man with no thought of financial reward.

Perhaps their greatest reward came from one of the Sisters of Charity who, still not quite able to realize how such a mammoth job could be accomplished in so little time, turned to the writer and said prayerfully:

"It's incredible. Thank God for the Teamsters."

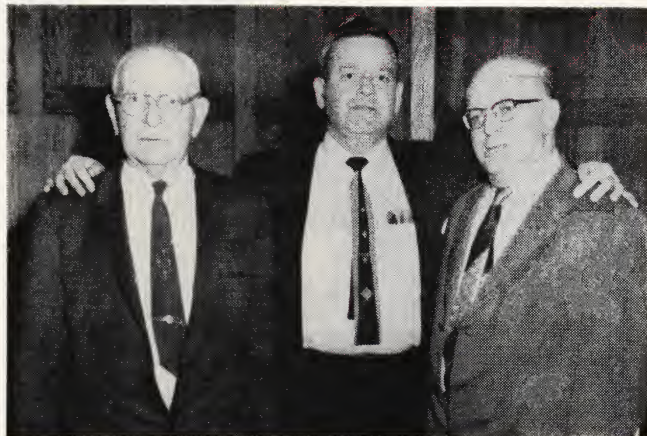
Local 20 Has Plan

(Continued from page 26)

(2) One year after the effective date, any local member unable to work because of injury or sickness will receive similar benefits to bring his weekly income to \$50 for a period no longer than 31 weeks.

(3) After two years from the effective date, any laid-off member will receive enough additional pay to bring his weekly income, including Ohio unemployment compensation benefits, to

HONORED GUEST — John T. O'Brien, retiring secretary-treasurer of Local No. 392, is shown with his successor, Ralph A. Berry (center), and Charles Higgins (right), retiring president who now is trustee of the Local.



O'Brien of Local 392 Retires

After 46 years as a Teamster whose guiding principle was the advancement of trade unionism, John T. O'Brien has retired as secretary-treasurer of Local 392 in Cleveland, a position he held for 38 years.

As a token of their esteem for the 62-year-old veteran of labor's struggles, about 100 Teamsters honored O'Brien at a farewell dinner. It was a happy, yet sad, occasion, because O'Brien was withdrawing from action reluctantly, for reasons of health. His immediate plans involve only a trip to Florida with his wife.

"I regret that John O'Brien has found it necessary to retire," said IBT President Hoffa. "Teamsters, not only in northern Ohio, but everywhere owe him a debt of gratitude for years of devoted service to our cause. I wish him good luck and continued happiness."

No Opposition. O'Brien was elected an officer in Local 392 on 27 consecutive occasions without opposition. He knew from personal experience the hard knocks of organizing

efforts and, in his younger days, found himself in jail on two different occasions for his exuberance in the cause of unionism.

O'Brien always strove to settle disputes peacefully and the present high pay scales that prevail in Local 392 contracts are a tribute to his bargaining ability.

When O'Brien became a Teamster at the age of 17 in 1912, he received the munificent sum of \$11.50 for a six-day week of nine hours daily. He witnessed Local 392's membership soar from 290 to about 2,100. There were many tussles, with O'Brien in the thick of anything that would benefit the Teamsters, and there also were compensations.

On what he earned as a Teamster, O'Brien and his wife reared and educated two sons, John P. and George T.—both of whom later became Teamsters—and a daughter, Ruth, now Mrs. Wilbur M. Moore, of Hawthorne, Calif. And not the least of the elder O'Brien's pleasure is his 10 grandchildren.

\$50 a week up to 26 weeks. He will then receive \$50 a week for five more weeks.

Aside from the benefit plan, the money will be used in Teamster organizational expenses which may include the employment of not more than two organizers. For each dollar spent from the organizing fund, the IBT will contribute a matching dollar, thus making the fund doubly effective for this particular section of the program.

The fund will be administered by the secretary-treasurer of Local 20 under a special committee which will establish rules under which it will function.

More Pay for Teamsters

An increase in pay and improved working conditions highlight the first contract between Local 396, Package and Utility Drivers and the Andonoff Company, rubbish haulers.

Secretary Frank J. Matula, Jr., of 396 said that benefits won in the negotiations include:

Seven paid holidays annually; vacations consisting of one week after one year, two after two years and three after 10 years; a 40-hour week with time and a half pay after eight hours in any one day and double time and a half pay on Sundays.

FIFTY YEARS AGO

in Our Magazine



(From *Teamsters' Magazine*, March, 1908)

Demise of An Imposter

PROOF that our International Union has plowed through heavy seas of controversy and weathered the poundings of ill-conceived smears and lies manufactured solely to destroy our union, was demonstrated during the rise and fall of a rump organization early in our history. This organization was called the United Teamsters of America.

General Secretary-Treasurer Thomas L. Hughes, in an editorial, called to task the officers of this "fake organization" for its criticism of the IBT for an injunction it issued against the insurgent union.

The injunction, Hughes explains, was simply an order restraining two local unions in New York (affiliated with the United Teamsters), who were expelled from our organization for the non-payment of per capita tax and the false reports of their membership to our International Office, from using the name of the International Brotherhood of Teamsters, the emblem, the copyrighted per capita stamps and other literature.

"Our officers believed," Hughes continued, "that they acted for the best interest of the men driving teams, who were members of these organizations. The officers of these Local Unions never notified the rank and file of their action, but

simply took it upon themselves to withhold the per capita tax and to lead their membership to believe that they rightfully belonged to the IBT."

Secretary-Treasurer Hughes did not deny the injunction charge leveled against the IBT but merely pointed out that it was taken in the best interest of the entire membership. History later proved the decision a wise one. The IBT still exists while the rebel United Teamsters of America has long been extinct.

The dispute between the IBT and the United faction grew out of the convention of 1906. At this convention, then IBT President Cornelius P. Shea was re-elected by a narrow margin. Some of Shea's opposition, after the election of Shea, pulled out of the IBT and formed the United Teamsters. The following year Daniel J. Tobin replaced Shea as president and the warring faction began to disintegrate.

The ability of our union to weather a severe internal rupture such as this is adequate testimony to the strong foundations and high principles early established by our union's prudent founding fathers. As has been the experience in the past, our International, when subjected to the test has proven its ability to stand and to advance in the face of adversities.

Feculent Legislation

ON FEBRUARY 3, the Supreme Court ruled that the anti-trust law applies to labor as well as industrial combinations and declared union boycotting illegal in the Danbury Hatters case. The anti-trust decision has since been reversed but even today there remains a pressing sentiment to put labor back under this anti-trust restriction.

An unjust law, as has been proved in the past, has in many instances been the cause of massive retaliation by those who must live under the burden of an iniquitous law.

An editorial in the 1908 *Teamsters* fights back at those who would hamstring the labor movement with restrictive legislation and defends the labor movement against devious employers whose only



concern is the total annihilation of trade unionism in America.

"Many uninformed people believe," the editorial points out, "that every labor leader is one who incites crime. They believe that we encourage men to break the law. No, we want the working people to respect the law and thereby prove themselves honest Americans. But there is a limit to everything.

"How can we respect the law which deprives us of the right of free speech as was done the other day by the Supreme Court . . . against the Hatters Union, granting the right to the Loewe Company to sue the Hatters for damages because the Hatters told their friends that goods manufactured by the Loewe Company did not bear the Union label.

"Another decision of the Supreme Court recently is the right of a corporation to discharge a faithful and entrusted employee because he is a member of a labor union.

"This kind of law tends to weaken the faith of working men in all of our American institutions. He is now commencing to believe there is no justice and unless this spark of unbelief is extinguished it may kindle into a flame that may become uncontrollable."



"I'll carry my
Purse . . .

TEAMSTERS will
Carry my
Purchases"

